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Financing of the United Nations Interim Administration Mission in Kosovo

Financing of the United Nations Interim Administration Mission in Kosovo

Report of the Secretary-General

Summary

The present report contains the proposed budget for the 12-month period from 1 July 2000 to 30 June 2001 for the maintenance of the United Nations Interim Administration Mission in Kosovo (UNMIK), which revises and supersedes the budget contained in document A/54/807. The present budget amounts to $474,401,800 gross ($446,239,700 net).

Of the total budget, some 71 per cent of resources relate to civilian personnel costs. Operational costs account for 21 per cent of the budget, military personnel costs reflect 2 per cent, while staff assessment comprises 6 per cent of the total. Less than 1 per cent of the total resources are related to other programmes.

The action to be taken by the General Assembly is set out in paragraph 3 of the present report.

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I. Overview

1. The present report contains the proposed budget for the 12-month period from 1 July 2000 to 30 June 2001 for the maintenance of the United Nations Interim Administration Mission in Kosovo (UNMIK), which amounts to $474,401,800 gross ($446,239,700 net).

2. Estimated requirements for the period from 1 July 2000 to 30 June 2001 represent an 11 per cent increase ($47,340,000) in total resources (gross) in relation to the apportionment for the current period from 10 June 1999 to 30 June 2000. The proposed increase reflects a 199.7 per cent increase in military personnel costs, a 55.6 per cent increase in civilian personnel costs, a 65.9 per cent increase in staff assessment, a 47.3 percent decrease in operational costs and a 23.1 per cent decrease in other programmes.

3. **The action to be taken by the General Assembly is as follows:**

(a) Appropriation of the amount of $474,401,800 gross ($446,239,700 net) for the maintenance of the Mission for the 12-month period from 1 July 2000 to 30 June 2001, inclusive of the amount of $220 million gross ($207,407,400 net) already authorized by the Assembly in its resolution 54/245 B of 15 June 2000;

(b) Assessment of the amount of $254,401,800 gross ($238,832,300 net), taking into account the amount of $220 million gross ($207,407,400 net) already assessed on Member States in accordance with General Assembly resolution 54/245 B.

Table 1
Financial resources
(Thousands of United States dollars)

				Proposed increase/(decrease) over 1999/00	
Category of expenditure	*1998/99 expenditures*	*1999/00 apportionment*	*2000/01 cost estimates*[a]	*Amount*	*Percentage*
Military personnel		2 696.2	8 081.9	5 385.7	199.7
Civilian personnel		216 543.4	336 867.6	120 324.2	55.6
Operational requirements		188 425.6	99 318.7	(89 106.9)	(47.3)
Other programmes[b]		2 426.5	1 971.5	(455.0)	(23.1)
Staff assessment		16 970.1	28 162.1	11 192.0	65.9
Gross requirements		**427 061.8**	**474 401.8**	**47 340.0**	**11.0**
Voluntary contributions		**585.5**	-	-	-
Total		**427 647.3**	**474 401.8**	**47 340.0**	**11.0**

[a] Information on the distribution of resources by standard and mission-specific costs is contained in annex II.B.
[b] Excludes personnel.

Table 2
Human resources

Military and civilian staff resources	*1998/99*	*1999/00*	*2000/01*	*Increase/(decrease) over 1999/00*
Military observers		-	-	-
Military contingents		-	-	-
Military liaison officers		38	42	4
Civilian police		4 718	4 718	-
International staff		1 148	1 357	209
National Officers		12	11	(1)
Local staff		3 282	3 983	701
United Nations Volunteers[a]		203	203	-

[a] In addition, 500 United Nations Volunteers are required for three months, from July to September 2000.

II. Political mandate of the Mission

(Security Council resolution 1244 (1999) of 10 June 1999)

4. UNMIK was created by the Security Council to establish an international civil presence in Kosovo in order to provide an interim administration for Kosovo, under which the people of Kosovo can enjoy substantial autonomy within the Federal Republic of Yugoslavia, and which will provide transitional administration, while establishing and overseeing the development of provisional democratic self-governing institutions to ensure conditions for a peaceful and normal life for all inhabitants of Kosovo. It performs, in coordination with the people of Kosovo, all the basic administrative functions, such as banking, customs, health services, education, post and telecommunications, and will organize elections. In addition to working with the people of Kosovo, UNMIK is cooperating with other international organizations as full partners under United Nations leadership.

III. Operational plan and requirements

5. The operational requirements of the Mission were set out in the reports of the Secretary-General to the Security Council of 12 June 1999 (S/1999/672), 12 July 1999 (S/1999/779), 16 September 1999 (S/1999/987 and Add.1), 23 December 1999 (S/1999/1250) and 3 March 2000 (S/2000/177). UNMIK is headed by the Special Representative of the Secretary-General, who is the highest international civilian official in Kosovo. He enjoys the maximum civilian executive powers envisaged and vested in him by the Security Council in its resolution 1244 (1999), and is also the final authority on their implementation.

6. The Special Representative is assisted by a Principal Deputy Special Representative of the Secretary-General in directing and managing UNMIK. The Principal Deputy Special Representative ensures a coordinated and integrated approach by the Mission's three pillars, namely, Civil Administration (United

Nations), Institution-Building (Organization for Security and Cooperation in Europe (OSCE)) and Economic Reconstruction (European Union). Each of the pillars is headed by a Deputy Special Representative of the Secretary-General. A fourth pillar for Humanitarian Affairs (Office of the United Nations High Commissioner for Refugees (UNHCR)) was recently phased out.

7. In its report on the financing of UNMIK dated 19 November 1999 (A/54/622), the Advisory Committee on Administrative and Budgetary Questions made reference to the Executive Committee and the Joint Planning Group, which are the main instruments through which the Special Representative ensures the implementation of the objectives of UNMIK, and requested clarification on the effectiveness of these two bodies and on the coordination mechanism. It is through the Executive Committee, whose members include the Principal Deputy Special Representative and the Deputy Special Representatives of the Secretary-General and other senior officials as required, that the Special Representative of the Secretary-General oversees tasks relating to effective mission integration, such as the setting up of implementation priorities, the phasing and designation of tasks, ensuring effective coordination with outside agencies (especially the international security force (KFOR)), and the setting of overall mission policy. The UNMIK Director of Administration, representing the Division of Administration, also attends Executive Committee meetings, as do the Chief of Staff and the Spokesperson. The Executive Committee meetings therefore provide an effective daily forum for the highest levels of UNMIK senior management to facilitate inter-pillar cooperation and to promote coordination in specific areas in order to minimize possible waste and duplication.

8. The Executive Committee is assisted by a Joint Planning Group, which is chaired by the Principal Deputy Special Representative. It is composed of senior planning staff from each lead organization and the Planning and Coordination Section of the Office of the Special Representative of the Secretary-General. The main tasks of the Joint Planning Group are to ensure consistency of plans between the components (pillars). A senior representative of KFOR works with the Joint Planning Group on military-civilian issues. Representatives of other agencies are invited to participate when necessary. Working-level planning staff from the four components and KFOR provide operational requirements for planning and policy implementation, while the political officers from the Office of the Special Representative provide political guidance. The planning staff are responsible for providing the Executive Committee, through the Joint Planning Group, with coordinated operational programmes to implement the Mission's policy objectives. In December 1999, the Special Representative issued the first UNMIK Strategic Planning Document, prepared by the Joint Planning Group, as a tool to ensure timely policy-making and to monitor progress in achieving the objectives of each of the UNMIK pillars. The Strategic Planning Document provides a basis for periodic joint UNMIK-KFOR Strategic Planning Conferences, where the Special Representative, the Commander of KFOR and their respective deputies synchronize aims, capabilities and support. The second UNMIK Strategic Planning Document was prepared by the Joint Planning Group in March 2000 and the third is under preparation.

9. Coordination and cooperation between the three remaining pillars and the Office of the Special Representative, as well as with other international and national partners, extend beyond the Executive Committee and the Joint Planning Group. A number of working groups and task forces address a variety of issues of related

concern. For example, UNMIK formed the Utilities Task Force in October 1999 to coordinate the activities of the Humanitarian Affairs pillar, the Civil Administration pillar, the Economic Reconstruction pillar and KFOR in the electricity, water, district heating, fuel, waste management and sewage sectors. The Task Force produced a comprehensive action plan to ensure the best possible performance of Kosovo's utilities during the winter. One of the spin-offs from the Utilities Task Force is the Fuel Task Force, an inter-pillar team of logisticians and fuel experts who manage Kosovo's fuel requirements.

10. Since that time, a number of inter-pillar groups have met additional challenges as diverse as civil voter registration, return of refugees and displaced persons, and coordination of economic assistance at municipal level. An UNMIK Information Team is preparing a proposal on a centralized information coordination and production centre, designed to meet the information needs of all the pillars.

11. Human rights work in UNMIK has benefited from close collaboration among OSCE, which has the main human rights monitoring and reporting mandate, UNHCR, with its protection officers monitoring returning refugees and the internally displaced, and the Office of Human Rights and Community Affairs of the Office of the Special Representative. Weekly meetings are held with representatives of all three bodies, along with officers from the International Committee of the Red Cross (ICRC) and the Office of the United Nations High Commissioner for Human Rights. Because of their extensive field presence, OSCE and UNHCR highlight especially pressing issues and the UNMIK Office of Human Rights and Community Affairs offers its support to advocate the issues at higher levels if necessary. This avoids duplication and exploits the comparative advantage of everyone involved. There is a constant exchange of information and OSCE and UNHCR freely share their field monitoring reports. OSCE has produced two human rights reports (*As Seen, As Told, Parts I and II*), which were released in December 1999. UNHCR and UNMIK work closely with OSCE on the drafting and editing of the OSCE human rights quarterly report.

12. The Office of Human Rights and Community Affairs of the Office of the Special Representative also worked closely with OSCE in planning a major international human rights conference, which was held in Pristina in December 1999. In consultation with local human rights experts, key human rights issues were identified and international experts invited. Over 600 persons, the majority from Kosovo and many from its minority communities, engaged in a frank discussion on past and current human rights abuses in Kosovo. UNMIK and OSCE collaborated on a summary of the conference's findings and recommendations to serve as a basis for further discussion and programmes to address human rights concerns.

13. In addition, the Office of Human Rights and Community Affairs has forged strong links with UNMIK Police and has assisted in planning the human rights training given to all incoming UNMIK Police officers and obtained core human rights training material for them. Briefings have been provided for UNMIK Police who have been chosen to mentor recently graduated Kosovo Police Service officers in the field. Training for local trainers on human rights and policing at the Kosovo Police Service School has also been provided.

Political developments leading to a modification in the Mission's structure

14. To help administer the region and prepare Kosovo for substantial autonomy, the Kosovo Transitional Council (KTC) was set up in July 1999. The Special Representative chairs KTC, which plays an advisory role to UNMIK. At the time of its establishment, the 12 participants in the Council included political leaders of the Democratic League of Kosovo (LDK), the former Kosovo Liberation Army (KLA) and the United Democratic Movement (LBD), as well as representatives of the Serb, Bosniac and Turkish communities and several independents. KTC is the highest political consultative body under UNMIK. While the United Nations, as the interim administration, holds executive authority over judicial, legislative and other civil activities in the territory, KTC gives the main political parties and ethnic groups an opportunity for direct input into the decision-making process of UNMIK. It is also a forum for achieving consensus on a broad range of issues related to civil administration, institution-building, essential services, security, economic development and reconstruction.

15. In a further initiative to form structures in which the people of Kosovo could participate in the interim administration of the province, an agreement was signed in December 1999 by the leading Kosovo Albanian participants who had been at the talks held in Rambouillet in early 1999. Pursuant to the agreement, the Joint Interim Administrative Structure (JIAS) was established and initiated the process of setting up provisional institutions for democratic and autonomous self-government, pending a political settlement. In addition to the three leading Kosovo Albanian signatories, a fourth member, a Kosovo Serb, joined JIAS in March 2000. The overriding principle of the agreement, accepted by all signatories, is full respect for Security Council resolution 1244 (1999), meaning that the Special Representative retains legislative and executive authority while representatives of political forces in Kosovo will share provisional administrative management with UNMIK.

16. Under the JIAS agreement, all parallel structures of an executive, legislative or judicial nature were to be dissolved by 31 January 2000. After 10 years of a "parallel" (underground) system of governance and administration, all parallel Kosovo Albanian executive, legislative, judicial and law enforcement bodies — including the so-called "ministries" of the self-proclaimed "Interim Government" — ended all functions and formally ceased to exist.

17. The JIAS agreement also established an Interim Administrative Council (IAC), consisting of eight members: the three leading Kosovo Albanian political leaders and a Kosovo Serb, plus four UNMIK members and one observer for each side. The UNMIK members are the Principal Deputy Special Representative of the Secretary-General and the Deputy Special Representatives of the Secretary-General who head Civil Administration (United Nations), Institution-Building (OSCE) and Economic Reconstruction (European Union). The Humanitarian Coordinator (UNHCR) continues in the observer role assumed at the outset by the Deputy Special Representative heading the former Humanitarian Affairs pillar. The two co-chairs of the IAC are a Kosovo IAC member and the Principal Deputy Special Representative of the Secretary-General. The Kosovo co-chair is rotated among the Kosovo members every two months.

18. IAC makes recommendations to the Special Representative for amendments to applicable law and for new regulations and also proposes policy guidelines for the JIAS departments in applying the applicable law. IAC has neither executive nor legislative power. The Special Representative, who is not a member of IAC but may preside over its meetings, retains ultimate authority over all aspects of the joint structures, including the right to set aside recommendations of IAC. The Special Representative must approve any IAC recommendation before it can take effect or be processed. Since mid-December 1999, IAC has generally met twice a week. Initially, it dealt with procedural and administrative questions in the course of setting up the JIAS. Subsequently, the IAC has become involved in discussion of substantive issues, such as draft regulations issued by the Special Representative.

19. The establishment of JIAS marked an important step towards the sharing of administrative responsibility with the local population, including through the appointment of local co-heads in addition to those representing the three signatory political parties. The position of local co-heads of JIAS departments have been equally allocated among the three major political parties (five to each), with four co-head posts reserved for minorities (two for Kosovo Serbs and one each for Kosovo Bosniacs and Kosovo Turks) and one for an independent.

20. An UNMIK Joint Implementation Task Force was established shortly after the signing of the agreement of 15 December 1999, composed of a multi-pillar team of senior officials led by the Principal Deputy Special Representative and the UNMIK Joint Planning Group, to develop a strategy to implement JIAS. In the initial stage, the Task Force, working with IAC, identified the 20 departments required to administer Kosovo, with each department co-directed by an international and a local co-head and staffed by both international and local personnel. The co-heads of each department are under the supervision of a Deputy Special Representative of the Secretary-General.

21. UNMIK has also given fresh momentum to the process of forming municipal-level structures, with the majority established subsequent to the December 1999 agreement. As at August 2000, 28 municipal councils had been established (5 in the Mitrovica region, 5 in the Pec region, 7 in the Pristina region, 5 in the Prizren region and 6 in the Gnjilane region). In addition, 28 Administrative Boards have been established (5 in the Mitrovica region, 5 in the Pec region, 5 in the Prizren region, 7 in the Pristina region and 6 in the Gnjilane region).

22. Following the signing of the JIAS agreement, the Kosovo Transitional Council was enlarged from 12 to 35 members on 9 February 2000 to better reflect the pluralistic composition of Kosovo. Representatives have been invited to participate from civil society, political parties, religious groups and ethnic communities. Special emphasis was placed on encouraging the participation of women, who had been inadequately represented in the political bodies. The enlarged KTC first met in February and currently meets on a weekly basis, under the chairmanship of the Special Representative of the Secretary-General or one of his Deputies.

Special Programme of International Judicial Support in Kosovo

23. A major development with important resource implications was the decision taken by the Special Representative of the Secretary-General in May 2000 to launch a Special Programme for International Judicial Support in Kosovo.

24. The continuing commitment of the United Nations to build a genuine rule of law in Kosovo includes the re-establishment of an independent, impartial and multi-ethnic judiciary. The establishment of an efficient judicial system is urgent and necessary to meet the existing and steadily increasing caseload. This imperative will also complement efforts to address existing security concerns in Kosovo, and build public confidence and contribute to a climate of coexistence. This remains a fundamental challenge and it is now evident that these issues are an essential element of the UNMIK peace-building effort.

25. In response to this requirement, the Special Representative of the Secretary-General promulgated regulation No. 2000/6 (amended by regulation No. 2000/34), according to which:

> For the purpose of assisting in the judicial process in Kosovo ... the Special Representative of the Secretary-General may appoint and remove from office international judges and international prosecutors taking into account the criteria set forth under sections 2 and 4 of the present regulations. Such appointments shall be made to any court or public prosecutor's office in the territory of Kosovo. ... International judges shall have the authority and responsibility to perform the functions of their office, including the authority to select and take responsibility for new and pending criminal cases within the jurisdiction of the court to which he or she is appointed. ... International prosecutors shall have the authority and responsibility to perform the functions of their office, including the authority and responsibility to conduct criminal investigations and to select and take responsibility for new and pending criminal investigations or proceedings within the jurisdiction of the office of the prosecutor to which he or she is appointed.

Rationale

26. The local judiciary is the product of an authoritarian system in which the police usurped much of the role properly reserved to courts. Few of its members are free of ethnic or other pressures that have plagued Kosovo for decades and most have been traumatized by events since 1989. Rehabilitation of the local judiciary remains a vital and fundamental objective for UNMIK. Experience in judicial reform elsewhere makes clear that this process will take time. Provision of minimal standards of justice and starting to building the capacities of Kosovo's newly recreated judicial institutions is critical to building peace. It is therefore essential to provide temporary international judicial support as an integral part of the local judicial system, to promote the rule of law, impartiality and independence of the judiciary and peaceful coexistence and to complement efforts to strengthen and rehabilitate existing judicial institutions and alleviate deficiencies in the current judicial system. In particular, an international judicial presence is required to support protection and promotion of human rights. This initiative will be a cornerstone for peaceful coexistence leading to reconciliation.

Impartiality, independence and coexistence

27. In the present circumstances, local judges and prosecutors in Kosovo are susceptible to external pressure and intimidation that interfere with their ability to perform their duties in a manner consistent with the rule of law. In addition, there is, in certain cases, an unwillingness or inability to prosecute their own citizens or

high-level officials. The current inability of the local judiciary to remain independent has led to an inadequate response to the needs of justice, with resultant delays in proceedings, as well as flawed or unjustifiable decisions. This inadequacy has prompted significant public protest, including hunger strikes by detainees. The increasing number of delays and controversial incidents has necessitated the involvement of international judges and prosecutors in order to prevent further damage to the peace process. This is the only action available to UNMIK to expedite sensitive and controversial proceedings in an independent and impartial manner, in accordance with the Human Rights Convention. Additionally, the presence of international judges and prosecutors has the effect of sharing responsibility, thus minimizing pressures placed on the local judiciary by the community.

28. The continuing high level of ethnic tension has been exacerbated by an arbitrary and inaccessible judicial system that has triggered resistance and suspicion on the part of the public. International judges and prosecutors are given the authority to select cases that are otherwise likely to be dealt with unfairly. In this way, international judicial support assists in ensuring that all individuals and groups have access to fair judicial proceedings, especially those who are marginalized. Given the sensitivity of the cases, and the use of the judicial process as an instrument of ethnic prejudice, the presence of international judicial support serves to restore public confidence in the judicial system.

Capacity-building and institution-building

29. Following a 10-year period of ethnically one-sided appointments, there is currently a significant gap in technical capacity within the Kosovo judicial system, which is being addressed. However, given the pressures on the judicial system, it is necessary to temporarily allocate international judicial support to compensate partially for lack of capacity. The practical involvement of international judges and prosecutors in the execution of judicial duties has the added advantage of identifying weaknesses and gaps in the existing applicable laws, systems and procedures. This allows international judges and prosecutors to play a complementary role in reviewing and upgrading applicable law to international standards. The integration of international judges and prosecutors into the local judicial system also provides UNMIK with a shortcut to strengthening and rehabilitating that system.

30. It is intended that international judicial support will be continuously available to the five District Courts and the Supreme Court. This initiative should not be seen as a permanent solution, but rather as an immediate remedy for current deficiencies. In special circumstances, it is envisaged that mechanisms may have to be introduced that would ensure fair and secure hearings, using existing resources of the Special Programme.

31. The presence of international judges and prosecutors is an ideal strategic option for strengthening the judiciary through role modelling and the introduction of a change in attitude. In this way, the local judiciary is engaged within their working context, learning is conceptualized and the principle of guided interaction is able to be adequately operationalized. International judges and prosecutors bring to their local work peer confidence, professional maturity, integrity and technical expertise, which contributes to changing preconceived ideas and institutional ethos through role modelling.

32. It is intended that international judicial support will be provided to the five District Courts and the Supreme Court in Pristina. Presently, the District Courts in Mitrovica, Pristina and Gnjilane have international judicial support through seven international judges and three prosecutors. Priority in staffing is given to the District Court in Mitrovica, followed by Pristina, Gnjilane, Prizren and Pec.

33. The structure for each of the regional establishments is based on the Mitrovica model. These structures will be further developed commensurate with public confidence in the efficacy of the local judicial system. The first evaluation of the current structure will occur following the elections in October 2000.

Office of the Special Representative of the Secretary-General

Office of Political Affairs

34. The Office advises and supports the Special Representative of the Secretary-General in contacts with political leaders in Kosovo, as well as in the wider region and with international partners. In addition, in support of the Special Representative's ultimate authority over the activities of all joint interim structures, the Office has the central political advisory role to the Special Representative and his Deputies in the implementation of the UNMIK joint administration strategies for Kosovo, including the new JIAS, as well as the security and public order structures. The Office is also responsible for the Mission's extensive reporting requirements internally and to United Nations Headquarters. These multidimensional and complex functions require substantial staff resources at the senior, middle and junior professional levels, as well as appropriate support staff.

35. Given developments in the Mission and the need to enhance political guidance in all areas, steps have been taken to restructure and enlarge the Office, in order to make it more responsive to evolving needs and to ensure that consistent and cohesive political guidance is provided to all offices and components within UNMIK. This restructured Office, comprised of four distinct units, is designed to enhance coordination in the rendering of political guidance in all areas.

36. The regional liaison offices in the former Yugoslav Republic of Macedonia and in Albania advise and report to the Special Representative of the Secretary-General, through the Regional Affairs and Liaison Unit, on issues which affect UNMIK. They also advise and assist the Special Representative in all contacts within their respective geographic areas of responsibility. Parallel to these functions, the two liaison offices must also report directly to United Nations Headquarters on issues of relevance in support of United Nations policy in the Balkans. Depending on developments in Montenegro, it may be necessary to establish a small liaison presence in Podgorica similar to that in Tirana.

37. With the setting up of JIAS, it became necessary to establish the Unit of Kosovo Political Affairs and Joint Interim Structures Secretariat, as the current KTC secretariat, staffed by two political liaison officers, is insufficient to perform the greatly expanded functions in this area. The KTC secretariat has been the locus of advisory functions to the Special Representative on relations with the entire spectrum of Kosovo political interlocutors, and has carried out the secretariat functions of preparing for and following up on the sessions of KTC. The creation of IAC, the establishment of JIAS and the enlargement of KTC have all dramatically

increased the volume and complexity of the advisory work, commensurate with the number of new interlocutors and issues involved.

38. The new and larger Unit bears full responsibility for the preparation and follow-up of all IAC and KTC meetings, which require extensive prior and follow-on consultations to ensure progress after the formal sessions. It is responsible for maintaining consistent and responsive political engagement with all relevant groups in Kosovo to facilitate their full participation in JIAS. The Unit produces all the materials required to support IAC and KTC meetings, including preparation and follow-up, and is also responsible for coordination between the UNMIK pillars to ensure concerted implementation of the JIAS strategy.

39. The Advisory Unit on Security and Justice provides political advice to the Special Representative and the Principal Deputy Special Representative in the development of legitimate police, justice and other security structures in Kosovo, such as the Kosovo Police Service. The Unit also coordinates efforts to ensure compliance with the dissolution of unauthorized security structures and advises on security-related issues that arise in the context of JIAS implementation. The Unit ensures coordination between the various pillars, UNMIK Police, and KFOR in the focused implementation of security-related objectives.

40. The importance of the Political Reporting Unit for such a complex mission, which is most logically situated within the Office of Political Affairs, cannot be overestimated. To ensure comprehensive and coherent reporting, existing reporting functions and arrangements have been consolidated into a single Unit with responsibilities that include: preparation of daily, weekly and monthly mission reports; drafting of the reports of the Secretary-General on the Mission; preparation of briefing papers for the Security Council; and provision of topical political analysis on key issues. The staff must routinely work against extremely tight deadlines to provide information that is needed on a regular as well as extraordinary basis. Given the importance of providing complete, accurate and timely information to United Nations Headquarters and the Security Council, it is critical that the current staff resources allocated for drafting and analysis functions be strengthened.

41. The Regional Affairs and Liaison Unit in the Office of Political Affairs is headed by the Deputy Director of the Political Office, who oversees and coordinates the work of the UNMIK liaison offices in Skopje and Tirana. This Unit is responsible for maintaining all senior-level contacts with neighbouring States and representatives of the Federal Republic of Yugoslavia, as well as with major regional organizations and entities such as the Stability Pact for South-eastern Europe.

42. The breadth and complexity of this multi-component Mission demand high-level political supervision and representation and the Head of the Political Office must accordingly possess the professional experience and stature to effectively meet the responsibilities of the post.

Office of the Legal Adviser

43. The Office of the Legal Adviser has two main functions: to provide legal advice to the Special Representative in connection with his mandate to establish an interim administration for Kosovo, and to provide legal advice to the Deputy Special

Representatives, the pillars and the Division of Administration on matters relating to the functioning of UNMIK.

44. The multifaceted and far-reaching responsibilities of the Office require a unique array of experienced legal advisers unprecedented in a peacekeeping mission. In addition to the traditional functions of a large peacekeeping mission, UNMIK has the mandate to provide an interim administration for Kosovo and, consequently, the Special Representative exercises legislative and executive functions. The Legal Counsel of the United Nations plays a critical role in ensuring consistency in legal advice within the United Nations and constitutionality on such matters. The UNMIK Office of the Legal Adviser consults on a regular basis with the Office of Legal Affairs of the Secretariat. Beyond these specific issues, however, it is the responsibility of the UNMIK Office of the Legal Adviser to provide the necessary substantive competence and creativity to draft or review an entire spectrum of legislative and executive instruments and provide legal advice on a variety of matters pertaining to all aspects of the building and running of a government, including, inter alia, banking, business registration, taxation, telecommunications, transport, establishment of a judiciary, law enforcement, elections, civil registration, and municipal and regional administration.

45. In any case, given the volume, variety and complexity of the work arising from the unique character of UNMIK and the number of entities involved, coupled with the immediate operational requirements confronting UNMIK, it would not be feasible to refer matters arising from the daily operations of UNMIK on a routine basis to the Office of Legal Affairs, which itself has limited staffing and must service not only the United Nations Secretariat but also its subsidiary organs and other peacekeeping missions. Therefore, the Office of the Legal Adviser consults both formally and informally with the Office of Legal Affairs regarding matters with broad policy implications or those of particular complexity.

46. Another particularity of the work of the Office of the Legal Adviser derives from the unique structure of UNMIK, composed of pillars under the respective responsibility of the United Nations, OSCE and the European Union, which work with KFOR, the latter as a separate international security presence, and with JIAS. The involvement of these various entities raises a myriad of legal issues, which add to the volume and complexity of the work of the Office of the Legal Adviser. Reflecting this situation, the Office of the Legal Adviser is, after the Office of Public Information, the largest unit within the Office of the Special Representative.

Changes in the organization of the Office

47. The Office of the Legal Adviser is being reorganized to comprise a Deputy Legal Adviser and five units whose responsibilities are clearly defined so as to make the Office more responsive to the requirements of the various components of UNMIK. Four of these units, namely, the Civil Administration and Regulations Unit, the Humanitarian Assistance and Reconstruction Unit, the Human Rights and Democratization Unit and the Joint Administrative Structures and Applicable Law Unit, provide legal services related to the interim civil administration for Kosovo. The fifth unit, the General Mission Support and Contracts Unit, will be responsible for the review and drafting of contracts and for providing legal support for the internal functioning of UNMIK as a peacekeeping mission.

48. The Deputy Legal Adviser will assist the Legal Adviser in planning, organizing and coordinating the work of the Office, and will supervise the work of the individual units. This will allow the Legal Adviser to dedicate time to advising the Special Representative, the Principal Deputy Special Representative and the three pillar heads on the legal implications of proposed policy decisions, as well as to ensuring that the Office is responsive to the broad interests of UNMIK.

49. The reorganization of the Office of the Legal Adviser into five units is intended to achieve the following objectives:

(a) To enable the pillars to have legal interlocutors who are clearly identifiable and supportive of their requirements. Thus, the Civilian Administration and Regulations Unit, the Humanitarian Assistance Unit and the Human Rights and Democratization Unit will be dedicated to addressing the legal issues concerning the pillars. However, the responsibilities of these three units do not strictly reflect all areas of competence of the corresponding pillars. In some cases, responsibilities assigned to a unit involve issues which are common to or overlapping between pillars or which require coordination among them;

(b) To facilitate the identification of, and coordinate response to, legal issues arising from the deliberations of IAC, the Joint Advisory Committee on Legislative Matters (JAC), and other joint deliberative or consultative bodies involved in the interim administration;

(c) To coordinate the prompt and efficient preparation of regulations and other legislative or administrative instruments, which are essential for the legal framework for the operation of the interim administration.

50. It is expected that legal officers assigned to a unit will have particular expertise on the matters dealt with by the unit, but will assist other units as the need arises. Individual legal officers may also be reassigned from one unit to another, as the Legal Adviser deems justified for the effective operation of the Office. It is also expected that the review and drafting of regulations will be distributed among all units, except for the General Mission Support and Contracts Unit, depending on the subject matter of the regulation and the area of law concerned.

Legal services related to the interim administration of Kosovo

51. As already noted above, the provision of legal advice for the discharge of the mandate to establish an interim administration for Kosovo involves the provision of legal services covering all aspects of the basic activities of a government. Legal matters relating to the civil administration of Kosovo will be dealt with by the Civil Administration and Regulations Unit, the Humanitarian Assistance and Reconstruction Unit, the Human Rights and Democratization Unit and the Joint Administrative Structures and Applicable Law Unit, the responsibilities of which are outlined below.

52. The Joint Administrative Structures and Applicable Law Unit will be a locus of reference on matters pertaining to the work of IAC, JAC and other joint deliberative or consultative bodies. The Senior Legal Officer responsible for the Unit will be the co-chairperson of JAC. The Unit will liaise and consult with the joint consultative bodies with a view to ensuring that their inputs are taken into account in the preparation of regulations and other legislative and administrative

instruments. The Unit will also conduct research and provide legal advice on the applicable law.

53. The Civil Administration and Regulations Unit will be the unit of reference to advise on matters pertaining to the operation of the Civil Administration component, for which the United Nations is responsible. It will have primary responsibility for the review and drafting of legislative and executive instruments and the internal administrative issuances for the establishment and operation of the public administration structures at the central, regional and local levels, and will provide legal advice on issues arising from their operation. The unit will also coordinate the preparation of all regulations and other legislative and executive issuances, with a view to ensuring their timely promulgation.

54. The Humanitarian Assistance and Reconstruction Unit will be the unit of reference to advise on matters pertaining to the operation of the Economic Reconstruction component, for which the European Union is responsible. It will have primary responsibility for advising on matters pertaining to the financial, operational and legal arrangements for development and humanitarian assistance and reconstruction.

55. The Human Rights and Democratization Unit will be the unit of reference to advise on matters pertaining to the Institution-Building component, for which the OSCE is responsible. It will have primary responsibility for advising on matters related to democratization, elections, institution-building, human rights, and the institution of Ombudsman. It will also advise on matters related to the judiciary, law enforcement, criminal law, immigration and border issues.

Legal support to UNMIK as a peacekeeping mission

56. The General Mission Support and Contracts Unit will be responsible for advising on legal issues normally arising from the work of a United Nations peacekeeping mission, such as the drafting of contracts and other agreements, providing legal advice to the UNMIK Division of Administration on matters relating to procurement and contracting, claims, financial administration, personnel, privileges and immunities, status-of-mission agreements and participation in local boards and committees (e.g. Contracts Committee, Property Survey Board, and Claims Review Board).

Office of the Spokesperson and Public Information

57. Unique among United Nations peacekeeping missions, the executive and related responsibilities of UNMIK directly affect approximately 1.9 million persons, creating public information requirements that extend beyond routine mission public relations. The Division communicates information that is vital to the lives of all the communities in Kosovo and to the laying of a foundation for democracy in Kosovo. The political aspect of UNMIK public information activities and the political and strategic advice provided to the Special Representative of the Secretary-General by the Director of Public Information is an essential part of the direction and execution of the functions of UNMIK.

58. The functioning of IAC has led to a new dimension in media and public information strategies, requiring mature and trusted media advice to the Special Representative. The role of the Public Information Division is strategic, in that it has

a direct role in and impact on fund-raising and on building support for UNMIK work in the international community in general and in donor countries in particular. UNMIK depends critically on a web of voluntary contributions — from financial donations to the Trust Fund in support of UNMIK and to the Kosovo consolidated budget and direct bilateral assistance, to manpower for civil and special police and KFOR. UNMIK must build and maintain confidence in a large network of diverse and concerned capitals through energetic and candid explanations of its aims and achievements.

59. In addition, information from UNMIK directed to the population is produced mostly in Albanian and Serbian and is disseminated through daily radio and television broadcasts, weekly newspaper supplements, pamphlets and posters. This is in addition to routine mission public information functions that include regular press briefings, the issuance of press releases and responses to media queries, as well as radio and television programmes produced in English for broadcast to an international audience.

Office of Human Rights and Community Affairs

60. In resolution 1244 (1999), the Security Council stated that the main responsibilities of UNMIK include protecting and promoting human rights. UNMIK initially implemented this objective by ensuring that human rights were taken into account in all the Mission's activities and that regulations, directives and decisions issued by UNMIK were compatible with human rights standards.

61. The Human Rights Office has also maintained contact and coordinated policy and activities with others involved in human rights protection and promotion, particularly in the Institution-Building pillar and in the Office of the High Commissioner for Human Rights, in addition to direct contacts with the local population. Through this Office, the Special Representative of the Secretary-General has been enabled to ensure that human rights are at the forefront of decision-making and policy development. The Human Rights Office is also a member of the Minorities Task Force, which is chaired jointly by OSCE and UNHCR. The Office frequently brings issues identified by the Task Force to the attention of the Special Representative and the Civil Administration pillar, and proposes policy and action.

62. However, serious human rights violations have continued throughout Kosovo, most of which have been ethnically driven, with Kosovo Serbs, Roma and Slavic Muslims as the most common targets. Violence has been especially high in the few areas of Kosovo where minority ethnic groups and Kosovo Albanians live in close proximity. To address this situation more effectively, the Special Representative has launched an Agenda for Coexistence as a political initiative to enable UNMIK to undertake exceptional measures to enhance the protection of minorities, improve living conditions and build confidence. Initiatives undertaken under the Agenda for Coexistence include the establishment of complementary health and education facilities in minority areas, and the deployment of staff from minority communities to selected areas across Kosovo in order to ensure the access of minorities to essential public services. The establishment of local community offices in multi-ethnic municipalities with non-Albanian minorities, in order to strengthen the work already initiated by the Civil Administration, is another important initiative.

63. Taking into account the paramount significance of such confidence-building measures towards the fostering of a multi-ethnic society in Kosovo, and supported

by the observations made by the Advisory Committee on Administrative and Budgetary Questions in paragraph 36 of its report on the financing of UNMIK dated 19 November 1999 (A/54/622), the Special Representative considers that a more systematic and comprehensive approach is required to strengthen and improve policy action and coordination in respect of minorities. Consequently, the Office of Human Rights has been reconfigured into the Office of Human Rights and Community Affairs.

64. The Office of Human Rights and Community Affairs is responsible for a proactive approach to human rights and for facilitating an enhanced minority perspective in all UNMIK activities to counteract the extensive and severe violations of fundamental human rights carried out against members of minority groups. The Office shall build on its human rights mandate through the provision of up-to-date information, analysis and strategic proposals on human rights and minority affairs, while continuing to monitor compliance of UNMIK policies and regulations with relevant United Nations and other international standards. In addition to coordinating the work of appropriate UNMIK offices with intergovernmental and non-governmental organizations, the Office of Human Rights and Community Affairs maintains regular contact with the community, in particular with minority groups.

65. The Head of the Office serves as the senior adviser to the Special Representative on all aspects of human rights and community affairs, maintaining contact with others involved in human rights protection and promotion, particularly in the Institution-Building pillar (which has the main human rights monitoring and reporting function), the Political Office (particularly the Unit of Kosovo Political Affairs and the JIAS secretariat), the Regional Administrators, and the Office of the United Nations High Commissioner for Human Rights. Since the phasing out of the Humanitarian pillar, the Head of the Office co-chairs the Task Force on Community Affairs with OSCE.

Economic Policy Office

66. The Office reports directly to the Special Representative of the Secretary-General and plays a liaison and coordination role with the UNMIK Economic Reconstruction and Civil Administration pillars, as well as with the newly created Departments of Reconstruction, Utilities, the Central Fiscal Authority and the Banking and Payments Authority of Kosovo. The main purpose of the Office is to provide policy options and to coordinate and monitor developments with the UNMIK pillars and JIAS departments. The Office advises the Special Representative on special issues related to economic reconstruction, the recurrent and capital budget of Kosovo, donor coordination and utilities. The Office also organizes ad hoc task forces on specific issues, and provides regular inputs and reports to the Special Representative on short, medium and long-term economic policy issues, and plays a major role in the Joint Planning Group.

The component pillars

67. In an unprecedented international effort to assist the people of Kosovo, the Mission originally comprised four main components, headed by UNHCR (Humanitarian Affairs), United Nations (Civil Administration), OSCE (Institution-

Building) and the European Union (Economic Reconstruction), under the leadership of the Special Representative of the Secretary-General.

68. As set out in UNMIK regulation No. 2000/1, dated 14 January 2000, the departments within JIAS were established to perform provisional administrative tasks to implement the policy guidelines formulated by IAC and may make policy recommendations to IAC through their respective Deputy Special Representative of the Secretary-General. Fifteen operational departments report to the Deputy Special Representative of the Secretary-General for Civil Administration (Pillar II), four to the Deputy Special Representative for Economic Reconstruction (Pillar IV) and one to the Deputy Special Representative for Institution-Building (Pillar III). While the two co-heads of each department share interim administrative responsibilities, the UNMIK international co-head retains a unique responsibility, which cannot be delegated, to ensure that the provisions of Security Council resolution 1244 (1999) are implemented throughout JIAS. At present, 18 Kosovo co-heads and 16 international co-heads are in place.

69. JIAS departments exercise administrative functions in their respective fields of competence under the authority of UNMIK. Detailed descriptions of each department's scope and essential functions are set out in corresponding UNMIK regulations, most of which had been issued by August 2000. The 15 JIAS departments reporting to the Deputy Special Representative who heads the UNMIK Civil Administration pillar are described below in the context of the structure and staffing requirement of the modified UNMIK Civil Administration (the departments of which mirror the JIAS administrative departments). The non-UNMIK staff of the JIAS administrative departments (including local co-heads) are employed under JIAS contracts and at JIAS salary rates under the Kosovo consolidated budget, as specified in UNMIK regulation No. 2000/1. The international co-heads as well as international and UNMIK-employed local staff (mainly language assistants and drivers) who may be deployed from the UNMIK Civil Administration pillar to serve in those 15 JIAS administrative departments are funded from the UNMIK budget. As regards the other 5 JIAS administrative departments which fall under the responsibility of the Institution-Building and Economic Reconstruction pillars, the international staff who may be deployed to serve in those departments are funded from the budget of OSCE and the European Union, respectively.

70. Whereas, in March 2000, the Departments of Health and Social Welfare, Education and Science, Local Administration and the Central Fiscal Authority (Budget and Finance) were the only departments operational with essential staff, all 20 departments are now established and operational.

Humanitarian Affairs (Pillar I)

71. In view of the phasing out of the Humanitarian Affairs pillar in mid-July 2000, the United Nations Mine Action Coordination Centre has been redeployed to the Department of Civil Security and Emergency Preparedness (Pillar II). All other posts under the Humanitarian Affairs pillar are no longer required.

UNMIK Civil Administration (Pillar II)

72. The modified Pillar II consists of the Office of the Deputy Special Representative, five regional offices, and 15 departments.

Office of the Deputy Special Representative of the Secretary-General

73. The Deputy Special Representative as the head of the UNMIK Civil Administration pillar, as well as the Administrator of 15 JIAS departments, provides overall leadership, translates the policy goals set out in Security Council resolution 1244 (1999) into operations and performs oversight. The Office of the Deputy Special Representative monitors activities, performs strategic planning functions, analyses trends, reports on progress towards achievement of established goals and ensures interaction with all UNMIK entities and international partners, including donor agencies and non-governmental organizations.

74. A Monitoring Unit follows progress in the achievement of goals, particularly the transfer of administrative responsibilities, and oversees and supports the consolidation of Kosovo's local provisional institutions. The Office of Statistics is responsible for developing a modern system of collection and analysis of economic, demographic and other statistics.

75. The Office of Gender Affairs has been redeployed from the Office of the Special Representative of the Secretary-General to the Office of the Deputy Special Representative, to ensure that attention is given to gender perspectives in the substantive work of all departments and interim bodies. Through this Office, UNMIK works in partnership with leaders of civil society. In close cooperation with the local women's leadership, it has identified key issues facing the women of Kosovo: inadequate representation in the decision-making process; multiple issues of violence against women; growing post-conflict domestic violence; trafficking of girls and young women; and the need for women to be involved in the economic reconstruction of Kosovo. Working closely with OSCE and the United Nations development Fund for Women, the Office has advocated the appointment of women in decision-making positions, resulting in the decision of the Special Representative to expand KTC to include women representatives from civil society. The Office has consulted closely with UNHCR to ascertain that the emergency needs of female internally-displaced persons are met. The Office has set up an inter-pillar planning group to develop institutional mechanisms to address cross-cutting gender issues. Policies are being developed to ensure that legal systems, the judiciary and the police are gender-sensitive, that the needs of women are met in economic planning and that women are included in local municipal administrations.

Regional and municipal administration

Regions

76. The Regional Administrators are the highest regional civilian authority representing the Special Representative, and direct on his behalf all aspects of civilian life in each region of Kosovo.

77. During the emergency and development phases of the functioning of UNMIK, the 30 UNMIK Municipal Administrators cannot be adequately supervised or supported without the regional administrations, whose role may devolve at a later

stage, when the municipal civil administration structure is fully established, and roles are envisaged to change accordingly. It should be recalled that the regions are not an integral part of the institutional structure of Kosovo; accordingly, no provisions exist to include the regions as part of JIAS. However, regional offices will continue to function mainly to coordinate regional activities and as centres for the management of sectoral advisory services provided from each regional hub to the municipalities within the region, when this is justified for reasons of efficiency, as is the case with education, health or public utility officers.

78. Each Regional Administrator is supported by a deputy, a political adviser and a reports officer, as well as specialists on education, culture, health, social welfare, labour, industry, energy, public services, public finance and budget, documentation and civil registration issues, and legal and judicial matters.

79. Given the limited provision for UNMIK specialists or staff dedicated to sectoral areas covered by Civil Administration, it has not been possible to place sectoral officers in every municipality. Sectoral officers are therefore being appointed at the regional level to provide a bridge between the policy-making central departments and the local level. The sectoral officers ensure consistency in the implementation of policies formulated at the central level, while providing a degree of flexibility that takes into account specific situations. Such is the case in education, health, social welfare and labour, and public utilities.

Municipalities

80. The UNMIK municipal administration teams are responsible for establishing and overseeing participatory structures for local government, and for conducting basic administrative functions at the municipal level. They also coordinate the activities of UNMIK components and maintain close liaison with KFOR with respect to security and law and order matters at the municipal level.

81. The overall objective is to ensure the continuation or re-establishment of public services and administration at the municipal level in a non-discriminatory fashion, and to ensure as much participation as possible of all ethnic, political and social groups in municipal decisions and activities. UNMIK municipal administration teams, in close cooperation with Pillar III (OSCE), also contribute to capacity-building, through the preparation of administrative structures and the training of municipal employees with a view to ensuring democratic, efficient and decentralized local government in the future. Their responsibilities are codified in the regulation on the self-government of municipalities in Kosovo, promulgated by the Special Representative of the Secretary-General in August 2000.

82. International staff in municipalities oversee and give guidance to existing local structures to ensure that they perform efficiently and in a manner consistent with the mandate. In doing so, they interface with large numbers of local experts and personnel.

83. While the requirements of municipalities vary according to factors such as size of population, level of economic activity and the complexity of the political situation, common functions include:

(a) Municipal administration (equivalent of a mayor's office), responsible for all aspects of the UNMIK Civil Administration at the municipal level; establishes consultative and administrative bodies and appoints members;

implements policies formulated by the central departments and secretariats and supervises the municipal employees;

(b) Political affairs, responsible for day-to-day relations with the political parties and representatives of the local population;

(c) Budget, finance and payments, responsible for gathering and consolidating data for the municipal budget following the guidelines provided by the central departments, for the accounting of municipal expenditures, setting up the system of municipal fees and other charges and for managing the municipal payments system;

(d) Civil affairs, responsible for general management, personnel, administration, public records, official certificates, licensing and the rationalization of municipal structures;

(e) Land use and urban planning, responsible for all aspects related to land use and construction, including building regulations and their application, as well as for basic urban planning;

(f) Legal affairs, responsible for drafting and reviewing all official documentation in coordination with the Legal Adviser of the Special Representative of the Secretary-General and for representing the Department of Justice at the municipal level.

Kosovo consolidated budget

84. A key achievement has been the establishment and approval of the Kosovo consolidated budget, first for the period from September to December 1999 and subsequently for 2000. While the JIAS Central Fiscal Authority under the UNMIK Economic Reconstruction pillar is responsible for formulating the overall macroeconomic framework and the underlying economic policy of the Kosovo consolidated budget, the UNMIK Civil Administration departments — funded under the UNMIK budget — are responsible for implementing sector programmes, including preparation of realistic budget forecasts and the payment of stipends in 1999 and salaries in 2000 for approximately 60,000 Kosovo Civil Administration employees, as well as basic goods and services.

85. The Kosovo consolidated budget, funded from voluntary donor contributions and locally-generated revenue (customs, excise and sales tax), provides the resources only for the recurrent cost of public employees who perform administrative as well as technical or substantive tasks. Kosovo public employees have been gradually incorporated into the salary payment process, following the establishment of an identification and verification system. A key criteria to authorize a salary payment is that the recipient must be actively performing a task within a civil administration organization.

86. Additional information on the Kosovo consolidated budget for 2000 was provided in paragraphs 110 to 112 of the report of the Secretary-General to the Security Council dated 18 September 2000 (S/2000/878) and the pertinent financial details in annex III to the present report.

UNMIK Civil Administration departments

87. The following section briefly describes the scope, main responsibilities and functions of each of the 15 UNMIK departments supervised by the Deputy Special Representative who heads the UNMIK Civil Administration pillar, as set out in the corresponding UNMIK regulations. In accordance with Security Council resolution 1244 (1999), in the initial phase of the Mission, UNMIK was required to perform basic administrative functions in all areas. Resources are therefore essentially for operational activities. As provisional institutions for democratic and autonomous self-government are put into place, the role of UNMIK will become more regulatory and focus on ensuring compliance with the relevant instruments.

Department of Local Administration

88. The Department of Local Administration is responsible for providing the policy and legal framework which applies to municipalities; safeguarding and developing local self-government; monitoring the efficient, non-discriminatory and accountable provision of services; making recommendations for the establishment of a sustainable, transparent and predictable system for financing local administration; and reviewing proposals and activities of other departments to ensure consistency with the competencies and cost structures of municipalities.

89. The Department has five substantive sections, namely:

(a) Legal affairs develops a legal framework regarding the competencies of the municipalities and advises on its application;

(b) Budget and finance provides support to the municipalities on the implementation of their budgets, formulates proposals for further decentralization of budget execution by the municipalities and promotes capacity-building in this regard;

(c) Monitoring and service development reviews the delivery of all municipal services, particularly public utilities, and formulates recommendations thereon;

(d) Economic development and international cooperation formulates, implements and monitors policies to promote economic development of municipalities, including the transformation of local businesses into transparent and accountable enterprises;

(e) Community affairs coordinates and supports the work of 20 local community officers, assisting them in the implementation of the Special Representative's measures for minorities.

Department of Public Services

90. The Department of Public Services comprises seven substantive sections, whose functions include:

(a) Planning the overall strategy for the development of professional, ethical and accountable public services which reflect the multi-ethnic character of Kosovo;

(b) Recommending, in coordination with the Central Fiscal Authority, priorities for the allocation of resources within the Kosovo consolidated budget,

authorizing and monitoring expenditures and managing payments to all public employees;

(c) Acquiring buildings for central public services, providing suitable office space for UNMIK and JIAS staff, and maintaining the buildings and other physical facilities of the departments; proposing policies for the use and maintenance of publicly owned buildings;

(d) Managing the procurement of goods and services under the Kosovo consolidated budget; developing procurement capacities in JIAS departments and municipalities;

(e) Developing capacity for issuing documents regarding civil status (births, marriages, deaths), identification cards, travel documents, vehicle registration, coordinating and providing guidance to 30 municipal registration centres;

(f) Verifying and adjudicating housing and property claims;

(g) Servicing the Victims Recovery and Identification Commission;

(h) Publishing in Albanian, English and Serbian an Official Gazette containing the text of regulations, administrative instructions and other official documents issued by the Special Representative of the Secretary-General;

(i) Setting information technology standards and developing and maintaining information technology systems and databases;

(j) Developing a regulatory framework for public services in such areas as recruitment standards and procedures, salaries and benefits, and the rights and obligations of JIAS civil servants; providing training for JIAS employees in such areas.

91. The department plays a support role to all other departments and municipalities and also provides services directly to the public in Kosovo.

Department of Education and Science

92. The Department of Education and Science makes policy recommendations on the overall strategy for the development of education and science; the promotion of a single, non-discriminatory and inclusive education system; and the design, implementation and supervision of appropriate and effective education administration and school management. The Department provides authority, direction and guidance; formulates and implements rules, regulations and guidelines; and formulates and implements a comprehensive operational plan for the education and science sector.

Department of Labour and Employment

93. The Department of Labour and Employment is responsible for developing policies for the promotion of a non-discriminatory labour relations and employment system; promotion of employment and protection of the unemployed; protection of employees; the regulatory framework for labour and employment; and the introduction of a wage determination mechanism.

Department of Post and Telecommunications

94. The Department of Post and Telecommunications is responsible for overall management of post and telecommunications matters in Kosovo; for developing a regulatory framework of post and telecommunications; for reform of the post and telecommunications authority; and for the introduction and development of advanced services, such as the global system for mobile communication (GSM) and the Internet. It will also licence telecommunications operators and supervise spectrum management and frequency monitoring.

Department of Transport and Infrastructure

95. The Department of Transport and Infrastructure is responsible for the overall management of the transport sector in Kosovo, including identification and administration of project financing, establishment of standards and technical specifications; and implementation of safety and environmental policies. The Department will administer and regulate air transport, public transport, rail transport, road infrastructure and road freight, as well as support municipalities in transport matters. As a result of the completion of the mandate of Pillar I (Humanitarian Affairs), the Department was requested to assume responsibility, as of 1 November 2000, for the minority bus routes, which promote freedom of movement between enclaves in line with Special Representative's policy on the promotion of coexistence.

Department of Agriculture

96. The Department of Agriculture is responsible for the formulation of an overall strategy for the development of non-discriminatory, efficient agriculture, forestry and rural development in Kosovo within an overall regulatory framework. The Department will, inter alia, also define and administer a land policy, administer veterinary services, quality control services, pest control activities and forestry services, and will define a water resources management policy. The Department will focus on the creation of village-based projects, primarily in minority enclaves, in order to improve the living standards in these enclaves through the promotion of improved agricultural and marketing practices.

Department of Environmental Protection

97. The Department of Environmental Protection is responsible for the development and implementation of environmental protection policies and strategies for Kosovo, for the incorporation of environmental concerns in economic and development plans, and for a regulatory framework for setting norms and standards for environmental protection. The Department will also engage in public information campaigns to enhance the public's awareness of and compliance with environmental standards.

Department of Health and Social Welfare

98. The Department of Health and Social Welfare is responsible for developing and implementing an overall strategy for health care and social welfare in Kosovo, as well as for related infrastructure, including hospitals, clinics and institutions for children, aged persons and the disabled, and for the regulatory framework for health care and social welfare. The Department is responsible for preparing an annual

health services budget, and for managing issues related to health, social and unemployment insurance, social allowances and social welfare policy.

Department of Justice

99. The Department of Justice is responsible for the re-establishment of the judicial system in Kosovo with particular emphasis on operational matters, including developing and implementing overall strategies and policies for the judicial system and correctional service in a manner consistent with internationally recognized standards, for operating the correctional system and assisting in the training of judges, prosecutors, lawyers, public attorneys, registrars and other relevant personnel.

100. The Department implements its mandate through three sections: Prosecution Services and Court Administration; Penal Management; and International Judicial Support.

101. The Prosecution Services and Court Administration Section is responsible for setting up the courts and prosecution offices in accordance with the applicable law. It implements the overall strategy and policies for the development, organization and proper functioning of the judicial system. The Kosovo Supreme Court has been re-established, as well as five District Courts, 18 Municipal Courts, 23 Minor Offences Courts, one High Court of Minor Offences, one Commercial Court and 13 Offices of the Public Prosecutor. The Section organizes the recruitment of competent personnel and support staff for the courts and prosecution offices. This has been a massive task. To date, 304 judges and prosecutors, 303 lay judges and 724 support staff have been appointed. It is planned to appoint another 140 judges and prosecutors, 350 lay judges and 384 support staff by December 2000. It is now necessary, with the increasing number of judicial personnel, to establish a mechanism for examining and investigating allegations concerning their performance. An Inspection Unit will be responsible for conducting this function in an independent and unbiased manner. The Judicial Inspectors will investigate allegations through analysis of documentation and the questioning of persons within and outside of the judicial system.

102. There is an urgent need to establish a forensic laboratory in Kosovo, using local expertise and in close cooperation with UNMIK Police, as part of the institutional reinforcement programme. To date, forensic medicine has experienced difficulties, owing to lack of material and human resources. This has necessitated the outsourcing of the analysis of most exhibits to a forensic laboratory in Bulgaria.

103. The Penal Management Section administers the Kosovo Correctional Service and assists in the establishment and operation of an efficient, effective and humane correctional system. It operates in full compliance with international correctional standards and works closely with all partners in the criminal justice system in Kosovo. The main activities currently include maintaining and operating the Dubrava Prison and the Lipjan and Prizren Detention Centres, and conducting four-week training courses at the Police College in Vushtrin. To date, 532 local staff have been recruited as correctional officers and assigned to various prisons and detention centres under the supervision of the UNMIK correctional administrators, and with the assistance of personnel contributed by donor countries. It is envisaged that the Penal Management Section will assume responsibility for the Pec Detention Centre

(currently under KFOR) in September 2000, Gnjilane in December 2000 and Pristina and Mitrovica (currently under the UNMIK Police) in 2001.

104. The temporary provision of the Special Programme of International Judicial Support in Kosovo, referred to earlier, compliments the efforts of the Department to strengthen and rehabilitate existing judicial institutions and to alleviate deficiencies in the current judicial system. The Special Programme includes international judges, international prosecutors, legal officers, international interpreters and translators and an international secretary and court recorder. The International Judicial Support Section has the responsibility of directing and administering the Special Programme.

Department of Culture

105. The Department of Culture is responsible for the overall administration of cultural policies and programmes throughout Kosovo, for the promotion and development of cultural institutes, libraries and archives, museums and diverse arts activities, and for the promotion and development of a wide range of new and existing cultural initiatives, including those addressing the diverse cultural heritage of Kosovo.

Department of Youth

106. The Department of Youth is responsible for developing and promoting youth activities throughout Kosovo. The majority of the youth of Kosovo are 25 years old or younger; the 12 to 25 age group must be the focus of efforts to foster the development of a truly multi-ethnic and tolerant class of future leaders. The Department coordinates its activities and programmes with the Departments of Sports, Culture, Education, and Social Welfare, in order to develop extra-curricular activities, develop advisory and vocational services, facilitate regional and international exchange programmes, foster the creation and establishment of associations and clubs that allow the youth to participate in communal decision-making, generate youth awareness information campaigns that target minority groups, and ensure unimpeded access to these activities by all members of the community.

Department of Sports

107. The Department of Sports is responsible for developing an overall strategy and policy for the promotion of sports activities throughout Kosovo; for the formation and development of sports clubs/groups/associations; for formulation of the rules, regulations and guidelines necessary for the sports sector; and for stimulating the interest of the international community so that adequate levels of financial and other support become available for the sports sector, particularly through sponsorship agreements, extrabudgetary projects or block grants.

Department of Civil Security and Emergency Preparedness

108. The Department of Civil Security and Emergency Preparedness is responsible for developing an overall strategy and policy for protection of the population through operational emergency services, emergency planning and the building up, management, and training of the Kosovo Protection Corps (KPC) and planning of local development projects to be carried out by KPC.

109. The Fire Service, which operates independently within the Department, is responsible for planning and implementing an overall strategy for firefighting and fire prevention and for training of local fire services.

110. The Mine Action Coordinating Centre, redeployed from Pillar I (Humanitarian Affairs), serves as the coordination body for mine action in Kosovo. It is comprised of a headquarters element, operations, logistics and administration, public information and mine awareness/victim assistance and mine information.

Department of Non-Resident Affairs

111. The Department of Non-Resident Affairs, recently created, is responsible for matters relating to Kosovars temporarily or permanently living outside Kosovo. Its activities include informing non-resident Kosovars of developments in Kosovo that are of importance to them, supporting non-resident Kosovar social and cultural activities and promoting non-resident Kosovar contributions to, and investments in, Kosovo.

UNMIK Police

112. The UNMIK Police, which is not part of JIAS, provides interim law enforcement services and the rapid development of a credible, professional and impartial Kosovo Police Service (KPS). The UNMIK Police Commissioner is responsible for the overall planning and implementation of law enforcement services. A legal adviser, a human rights officer and a political adviser support the Police Commissioner.

113. The UNMIK Police mission marks a fundamental departure from all previous United Nations civilian police missions. Its task is not to monitor existing police structures, but to execute the full range of law enforcement for Kosovo during an interim period, and to develop, simultaneously, a new Kosovo Police Service. In terms of number of personnel, UNMIK Police is the largest police mission ever undertaken by the United Nations.

114. The UNMIK Police comprises three main elements: the regular civilian police, the border police, and the special police units. All police components are under the operational command of the UNMIK Police Commissioner. To date, 3,899 police officers, from a total of 48 countries, have been deployed in 39 police stations, including four border police stations and a station at Pristina Airport. There are five regional headquarters and a main UNMIK Police headquarters located in Pristina. The UNMIK Police main headquarters is divided into three departments: Operations, Administration and Planning and Development. Each department is led by a Deputy Police Commissioner. Plans are under way for the establishment of 21 sub-stations throughout Kosovo. Six special police unit companies, totalling over 700 police officers, are in operation.

115. The number of police officers remains well below the authorized strength of 4,718, which is the minimum required for the UNMIK Police to fulfil its role and maintain civil law and order. In response to this shortfall, the UNMIK Police has endeavoured to leverage the effectiveness of its smaller numbers by developing carefully planned joint security operations with KFOR, as well as by developing strategic options for increasing the rate of intake of future Kosovo Police Service

officers. It is critical that the remaining special police units be deployed as soon as possible.

116. In implementing the first full executive police enforcement mission in the history of United Nations peacekeeping, UNMIK has faced unprecedented difficulties. In particular, equipping and financing fully functional policing services has proved to be a difficult challenge. Vital gaps remain in the areas of information systems, communications infrastructure, forensic capacity, investigative equipment and traffic management equipment. The UNMIK Police faces new demands relating to security for minority groups and VIP close protection, both of which require logistical support.

117. A special section of the UNMIK Police, under the direction of the Deputy Commissioner for Planning and Development, is devoted to the development of the future local police for Kosovo, the Kosovo Police Service. The strategic plan for the training and deployment of 4,000 KPS officers by June 2001 depends upon continuing close cooperation between the OSCE-run police school and UNMIK field training and enforcement operations.

118. The UNMIK Police has developed detailed policies and procedures for KPS; established a KPS finance and personnel section; developed an organizational structure; designed KPS communications and critical incident plans; and produced a comprehensive job description packet for the KPS candidates. In addition, OSCE and the UNMIK Police have together initiated a KPS career selection programme.

119. For the time being, KPS trainees serve as an integral part of the UNMIK Police, under the supervision and command of the UNMIK Police Commissioner and his designated international officers. The KPS budget derives from the Kosovo consolidated budget, while the UNMIK Police are funded through the UNMIK budget.

Institution-Building (Pillar III)

120. The institution-building pillar of UNMIK, under the leadership of OSCE, includes police education and development, media development, protection of human rights, democratization and the organization of elections. It is composed of organizational units dealing with Administration and Support, Police Education and Development, and Elections, Human Rights, Rule of Law, Media Affairs and Democratization.

Economic Reconstruction (Pillar IV)

121. The Reconstruction pillar of UNMIK, led by the European Union, is responsible for creating a modern, well-functioning market economy and helping to restart economic activity and promote a dialogue on economic issues with the region. These tasks involve devising and implementing a budget that covers essential public functions and their financing; establishing a banking and payments system and an appropriate regulatory environment; determining what currencies are to be used in Kosovo and under what conditions; ensuring that public utilities restart and institute appropriate user charges; setting up regulators in sectors such as

telecommunications to grant licences; and coordinating the mobilization of external financing and technical assistance in support of these and other urgent needs.

Division of Administration

122. The Director of the Division of Administration of UNMIK has overall responsibility for the management of human and financial resources and the support operations of UNMIK, and advises the Special Representative of the Secretary-General on internal administrative and management issues. Through the Executive Committee, the Division of Administration is directly involved in decisions relating to mission integration, the setting of administrative priorities, the phasing and designation of tasks, ensuring effective coordination both within UNMIK and with outside agencies and the setting of overall policy. UNMIK administration covers headquarters in Pristina, and 30 municipalities and five regional headquarters (Pristina, Pec, Prizren, Gnjilane and Mitrovica), as well as liaison offices in Skopje and Tirana.

IV. Contributions made under the status-of-mission agreement

123. Since the international civil presence, known as the United Nations Interim Administration Mission in Kosovo (UNMIK), was authorized under Chapter VII of the Charter of the United Nations, an agreement between the United Nations and the Government of the Federal Republic of Yugoslavia on the status of UNMIK in Kosovo is not required.

124. In discharging its functions, UNMIK will have to use the territory of the Federal Republic of Yugoslavia outside Kosovo as well as other territories neighbouring Kosovo for operational reasons. In this respect, it should be recalled that the Security Council demanded, in paragraph 18 of its resolution 1244 (1999), that all States in the region cooperate fully in the implementation of all aspects of the resolution. While it is expected that all States in the region will comply with the resolution by cooperating with UNMIK, the United Nations might initiate, as appropriate, an exchange of letters to constitute an agreement with each of the relevant States, including the Federal Republic of Yugoslavia (outside Kosovo), to regulate the status of UNMIK in transiting such States.

V. Voluntary contributions and trust funds

A. Voluntary contributions

(United States dollars)

		Value	
Government organization	*Contribution*	*10 June 1999 to 30 June 2000*	*1 July 2000 to 30 June 2001*
Switzerland	Radio station	585 500	-

B. Trust funds

(United States dollars)

	Receipts	*Expenditures*[a]	*Pledged*
Trust fund to support the United Nations Interim Administration Mission in Kosovo			
Cash contributions			
1 July 1999 to 30 June 2000	35 369 737	24 197 615	360 400
1 July 2000 to 30 June 2001	-	234 834	-
Contributions in kind			
1 July 1999 to 30 June 2000			
1 July 2000 to 30 June 2001			
Total	**35 369 737**	**24 432 449**	**360 400**

[a] As at 31 July 2000.

VI. Status of reimbursement to formed unit-contributing Governments

A. Current formed unit contributors

125. The Governments of Spain, India (2 units), Pakistan (2 units), Jordan, Ukraine and Poland have agreed to provide formed police units.

B. Status of reimbursement

126. Reimbursements have been made to the Governments providing formed police units for the period from its deployment through March 2000.

VII. Contingent-owned equipment and self-sustainment

A. Method of reimbursement

127. Memoranda of understanding have been signed with four contributing Governments and two are in the final stage of negotiations with countries who agreed to provide formed police units and equipment to UNMIK. All countries opted for the wet-lease arrangements for reimbursement of contingent-owned equipment.

B. Requirements

1. Major equipment

128. Requirements for reimbursement of major equipment to 10 special formed police units and one canine unit are estimated at $3,980,400.

2. Special equipment

129. Requirements for special equipment for one formed unit are estimated at $9,600.

3. Self-sustainment

130. Requirements for self-sustainment are included in the cost estimates for the period from 1 July 2000 to 30 June 2001 which are estimated at $838,818, as follows:

Category	*Amount (United States dollars)*
Office	62 928
Minor engineering	41 443
Catering	-
Communications	236 900
Medical	269 162
Observation	62 028
Miscellaneous general stores	166 357
Total	**838 818**

4. Mission factors

131. Mission factors intended to compensate formed unit-contributing countries for extreme operational conditions in the mission area apply to the monthly reimbursable rates, as indicated in the table below:

Mission factors	*Percentage*
Extreme environmental conditions	1.0
Intensified operational conditions	0.8
Hostile action/forced abandonment	1.0
Incremental transportation	1.75

VIII. Staffing requirements

A. Changes in staffing requirements

	Number of posts		
	Current staffing	*Proposed staffing requirements*	*Net change*
International staff			
Under-Secretary-General	1	1	-
Assistant Secretary-General	3	2	(1)
D-2	7	11	4
D-1	30	34	4
P-5	76	89	13
P-4	259	277	18
P-3	230	311	81
P-2/P-1	30	58	28
Subtotal	**636**	**783**	**147**
General Service (Principal level)	6	7	1
General Service (Other level)	281	285	4
Subtotal	**287**	**292**	**5**
Field Service	183	238	55
Security Service	42	44	2
Subtotal	**225**	**282**	**57**
Total, international staff	**1 148**	**1 357**	**209**
Local staff	3 282	3 983	701
National Officers	12	11	(1)
United Nations Volunteers	203	203	-
Subtotal	**3 497**	**4 197**	**700**
Total	**4 645**	**5 554**	**909**

132. Changes to the staffing table approved for the period ending 30 June 2000 for a net increase of 909 posts include:

(a) An increase of 51 posts for the Office of the Special Representative of the Secretary-General resulting from 42 new posts (one P-5, 10 P-3, one P-2, one General Service (Principal level), one General Service (Other level), and 28 Local level), the redeployment of 16 posts from the Division of Administration (one P-4, one P-3, 12 National Officers and two Local level), the redeployment of five posts to Civil Administration (one P-5, one P-4, one General Service (Other level) and two Local level) and the reduction of two National Officer posts. In addition, the reclassification of five posts is proposed (three posts from D-1 to D-2 and two posts from P-5 to D-1);

(b) An increase of 409 posts for Civil Administration resulting from 377 new posts (seven D-1, 11 P-5, 24 P-4, 60 P-3, 22 P-2, 12 General Service (Other level), one National Officer and 240 Local level) and the redeployment of five posts from the Office of the Special Representative (one P-5, one P-4, one General Service (Other level) and two Local level) and 27 posts from Humanitarian Affairs (one P-5, four P-4, two P-3, two P-2 and 18 Local level). In addition, the reclassification of eight posts is proposed (two posts from D-1 to D-2, one post from P-5 to D-1, three posts from P-4 to P-5, one post from P-3 to P-4 and one post from D-1 to P-5);

(c) A decrease of 40 posts for the Office of the Deputy Special Representative of the Secretary-General for Humanitarian Affairs resulting from the reduction of 13 posts (one Assistant Secretary-General, one D-2, one P-5, four P-4, one P-2, three Field Service, and two General Service (Other level)) and the redeployment of 27 posts to Civil Administration (one P-5, four P-4, two P-3, two P-2 and 18 Local level);

(d) An increase of 489 posts for the Division of Administration (506 new posts (two P-4, 12 P-3, five P-2, 50 Field Service, two General Service (Other level), two Security Service and 433 Local level) offset by the reduction of one P-4 post and the redeployment of 16 posts (one P-4, one P-3, two Local level, 12 National Officers) to the Office of the Special Representative of the Secretary-General and Civil Administration). In addition, the reclassification of 10 posts is proposed (one post from P-4 to P-5, one General Service (Other level) to P-2 and eight General Service (Other level) to Field Service).

133. The detailed breakdown by office is shown in section B below.

134. In the previous UNMIK budget, provisions for 203 United Nations Volunteers were reflected under the Division of Administration. In the current budget, 196 United Nations Volunteers are reflected in the Department of Public Services of the Civil Administration pillar, where these personnel have been assigned to perform operational functions. A total of seven United Nations Volunteers are assigned to the Division of Administration, including four medical specialists in the UNMIK Medical Service and three in the United Nations Volunteers Support Unit, where they process entitlements and administrative actions and maintain attendance and other records of United Nations Volunteers in UNMIK. An additional 500 United Nations Volunteers were required in order to assist in the registration being conducted jointly with the OSCE (institution-building) pillar. These additional United Nations Volunteers were retained until September 2000 to assist in the municipal elections. The activities of the United Nations Volunteers are coordinated and managed by a Programme Manager contracted through the United Nations Volunteers Office in Bonn; consequently, the P-4 post of head of the United Nations Volunteer Support Unit in the current budget is being eliminated.

135. The institution-building pillar of UNMIK, under the leadership of OSCE, includes police education and development, media development, protection of human rights, democratization and the organization of elections. It is composed of the Administration and Support department, Police Education and Development department, departments of Elections, Human Rights, Rule of Law, Media Affairs and Democratization.

136. The reconstruction pillar of UNMIK, led by the European Union, is responsible for creating a modern, well-functioning market economy and helping to

restart the economic activity and promote a dialogue on economic issues with the region. These tasks involve devising and implementing a budget that covers essential public functions and their financing, establishing a banking and payments system and an appropriate regulatory environment; determining what currencies are to be used in Kosovo and under what conditions; ensuring that public utilities restart and institute appropriate user charges; setting up regulators in sectors such as telecommunications to grant licences; and coordinating the mobilization of external financing and technical assistance in support of these and other urgent needs.

Office of the Special Representative of the Secretary-General

137. The staffing for the Planning and Coordination Section, the Office of the Resident Auditor and the Economic Policy Office remain unchanged.

Office of the Special Representative of the Secretary-General/Principal Deputy Special Representative of the Secretary-General

138. Two posts (one P-4 and one P-3) are being redeployed to the Office of Political Affairs.

Office of Political Affairs

139. Five new posts are proposed (four P-3 political affairs officer posts and one P-2 political affairs officer post). It is further proposed that the posts of Director and Deputy Director, authorized at the D-1 and P-5 levels, respectively, be reclassified at the D-2 and D-1 levels, respectively. In addition, one P-4 post and one P-3 post are to be redeployed from the Office of the Special Representative. Further, one D-1, one P-5, two P-3, three General Service (Other level) and six Local level posts have been moved from the Regional Liaison Offices in Skopje and Tirana.

140. The functions of this Office are described in paragraph 34 above.

141. For the reasons stated in paragraph 34 above, restructuring and enlargement of the Office has been undertaken in order to make it more responsive to evolving needs and to ensure that consistent and coherent political guidance is provided to all offices and components within UNMIK. Additional staff resources have been achieved by the redeployment of two political affairs officer posts (one P-4 and one P-3) from the Office of the Special Representative, and by the addition of five new political affairs officer posts (four P-3 and one P-2). The Unit of Kosovo Political Affairs and Joint Interim Administrative Structures secretariat have been established in response to increased political demands, following from the establishment of JIAS and the Interim Administrative Council. Existing political advisory functions on security, public order and justice issues, at present performed by a single P-3 political affairs officer, are being enhanced by the establishment of an Advisory Unit on Security and Justice, which will include an additional P-2 political affairs officer post. The Regional Affairs and Liaison Unit consolidates the existing functions dedicated to regional analysis and diplomatic liaison, and formally includes the two regional liaison offices in Skopje and Tirana. To better serve the increasing demand for comprehensive reporting, the mission reporting and written political analysis, functions are being consolidated and enhanced in a Political Reporting Unit, reinforced by one additional P-3 post.

142. The breadth and complexity of this multi-component Mission demands high-level political supervision and representation, and the Head of the Political Office must accordingly possess D-2 level professional experience and stature to effectively undertake his/her responsibilities. The recommendation of the Advisory Committee on Administrative and Budgetary Questions to downgrade the Director and Deputy Director posts to D-1 and P-5, respectively, is inconsistent with the scope of their responsibilities and fails to meet the need for a senior diplomatic profile in the region. This profile and responsibility level will become more important in the coming phase as regional issues increasingly come to the fore, including through intensified consultations on issues relating to an eventual political settlement for Kosovo. Such consultations are the direct responsibility of the Political Director and his/her Deputy. It is therefore critical that the respective D-2 and D-1 levels for these posts be approved.

143. The Regional Affairs and Liaison Unit in the Political Office is headed by the Deputy Director of the Political Office, overseeing and coordinating the work of the two UNMIK liaison offices in Skopje and Tirana. The Unit is responsible for maintaining all senior-level contacts with neighbouring States and the Federal Republic of Yugoslavia, as well as with major regional organizations and entities, such as the Stability Pact for South-eastern Europe. Again, bearing in mind the high-profile nature of these contacts, and taking account of the coordination role over the two regional liaison offices, maintenance of the D-1 level for the Deputy Director post is vital. The previously approved P-4 political affairs officer will continue to support the Director and Deputy Director in carrying out their regional responsibilities.

144. The Regional Liaison Offices in the former Yugoslav Republic of Macedonia and Albania advise and report to the Special Representative, through the Regional Affairs and Liaison Unit, on issues in their respective locations that directly affect implementation of the UNMIK mandate. They also advise and assist the Special Representative in all contacts within their respective geographic areas of responsibility. Parallel to these functions, the two liaison offices must also report directly to United Nations Headquarters. Accordingly, these posts must be staffed by skilled political officers at a level commensurate with their functions. Recognizing the high level of interaction with the authorities of the former Yugoslav Republic of Macedonia on vital issues (including critical transit issues related to the movement of goods and personnel), the Head of the Regional Liaison Office in Skopje will be at the D-1 level, while the Head of the Tirana Liaison Office will be at the P-5 level. In addition, each of the regional liaison office Heads requires the support of one political liaison officer at the P-3 level. The offices are further assisted by three General Service (Other level) and six Local staff.

145. With the set-up of JIAS, it has become necessary to establish the Unit of Kosovo Political Affairs and Joint Interim Structures secretariat, because the current Kosovo Transition Council (KTC) Secretariat in the Office of the Special Representative, staffed by two Political Liaison Officers, is insufficient to perform the dramatically expanded functions in this area. A substantial increase in capacity will be achieved by re-assignment of these two Political Liaison Officers (one P-4, one P-3) from the Office of the Special Representative to the new Unit, as well as by the addition of three new P-3 Political Affairs Officer posts. The KTC Secretariat has been the locus of advisory functions to the Special Representative on relations with the spectrum of Kosovo political interlocutors, and has carried out the

secretariat functions for the KTC. The recent creation of the Interim Administrative Council (IAC), the establishment of JIAS, and the enlargement of KTC have dramatically increased the volume and complexity of the advisory tasks, commensurate with the number of new interlocutors and issues involved, thus requiring augmentation in capacity.

146. The Advisory Unit on Security and Justice provides political advice to the Special Representative and the Principal Deputy Special Representative in the development of legitimate police, justice and other security structures in Kosovo, such as the Kosovo Police Service. The Unit also coordinates efforts to ensure political compliance with the dissolution of unauthorized security structures, and advises on security-related issues that arise in the context of JIAS implementation. The Unit ensures coordination between the various pillars, UNMIK Police, and KFOR in the focused implementation of security-related objectives. Given the extensive role of UNMIK in this area, it is necessary that the single P-3 political affairs officer currently performing such functions be reinforced by the addition of one P-2 political affairs officer post.

147. The importance of the Political Reporting Unit for such a complex mission cannot be overestimated. To ensure comprehensive and coherent reporting, existing reporting functions and arrangements have been consolidated into a single Unit, with reporting responsibilities that include: preparation of daily, weekly, and monthly mission reports; drafting of the Secretary-General's reports on the Mission; preparation of briefing papers for the Security Council; and provision of topical political analysis of key issues. The staff of the Unit must routinely work against extremely tight deadlines to provide information that is needed on a regular, as well as extraordinary basis. Given the importance of providing complete, accurate and timely information to United Nations Headquarters and the Security Council, it is critical that current staff resources be strengthened. A new P-3 political affairs officer post is therefore requested to augment the previously authorized P-5 and P-4 political affairs officer posts.

148. The Political Office will continue to be supported by three General Service staff and four Local staff.

149. Unit of Kosovo Political Affairs and Joint Interim Structures secretariat. A P-4 political affairs officer will be redeployed from the Office of the Special Representative to serve as Unit Coordinator. The Coordinator organizes and coordinates all activities within the Unit and provides necessary advice to the Special Representative and the Principal Deputy Special Representative on the positions of the major political parties.

150. A P-3 political affairs officer will also be redeployed from the Office of the Special Representative to serve as Secretary of the Interim Administrative Council (IAC). The incumbent coordinates and prepares for all sessions of IAC; advises the Special Representative and the Principal Deputy Special Representative on IAC agenda items and other matters; conducts consultations with individual IAC members and prepares all documentation and records for IAC sessions.

151. A new P-3 political affairs officer is required for the post of Secretary of the Kosovo Transition Council (KTC). This officer coordinates and prepares for all sessions of IAC; advises the Special Representative and the Principal Deputy

Special Representative on KTC matters and prepares agenda and documentation and records needed for KTC sessions.

152. A P-3 post is also required for the political liaison officer with the Kosovo Serb and Roma leaderships. The officer carries out liaison functions with political leaders representing the two communities; advises the Special Representative and the Principal Deputy Special Representative on the positions of political parties and organizations representing the interests of those groups; assists the Special Representative and the Principal Deputy Special Representative in securing representation on IAC of a Kosovo Serb leader and maintains consistent and responsive political engagement to facilitate Serb and Roma representation and interests within JIAS.

153. The fourth new P-3 post requested is that of political liaison officer with other minority leaderships. The incumbent carries out liaison functions with political leaders representing other minority communities in Kosovo, including the Bosnian, Turkish and Gora communities; advises the Special Representative and the Principal Deputy Special Representative on the position of political parties and organizations representing the interests of those groups and maintains consistent and responsive political engagement to facilitate representation of these minorities within JIAS.

154. Advisory Unit on Security and Justice. Together with the existing P-3 political affairs officer post, the new P-2 political affairs officer supports all tasks of the Unit relating to the development of security structures in Kosovo, addressing security-related issues that arise in the context of JIAS implementation, and coordinating between the various pillars, UNMIK Police and KFOR.

Office of the Spokesperson and Public Information

155. It is proposed that the posts of Spokesperson/Director and Deputy Director authorized at the D-1 and P-5 levels, respectively, be reclassified at the D-2 and D-1 levels, respectively. One additional P-5 information officer post and one General Service (Other level) information assistant post is also requested.

156. The current period is probably the most critical in the UNMIK public information programme. As Pillar II, (Civil Administration) becomes fully operational, effective public information strategies must be developed and implemented. In addition, the Director and Spokesperson will continue to coordinate all aspects of the UNMIK image, to ensure that the Mission speaks with one voice. It must be noted that the initial emergency period is now over and that long-term foundations are being laid with increasing activities and programmes at all levels of the Mission. The creation and functioning of IAC requires an entirely new dimension of media and public information strategies for the Division of Public Information. During this period, the need for mature and trusted media advice for the Special Representative is acute. It may prove practical to wind down some public information activities after the elections and after a local administration is in place. However, in the interim, the post of Spokesperson and Director of Information should be at a senior D-2 level supported by a D-1 Deputy and it is requested that the posts be reclassified from their current D-1 and P-5 levels.

157. The Public Affairs strategy for the Mitrovica Plan calls for campaigns within Kosovo for "tolerance" and a "united city" and for the external Mitrovica Appeal. It also envisages guidance from information derived from public opinion surveys.

These activities will require one additional P-5 information officer and one General Service (Other level) information assistant.

Office of Gender Affairs

158. All five posts (one P-5, one P-4, one General Service (Other level) and two Local level posts) have been redeployed to the Office of Gender Affairs in Pillar II under the Deputy Special Representative of the Secretary-General.

Office of the Legal Adviser

159. It is proposed that one of the two approved D-1 posts be reclassified at the D-2 level for the post of Legal Adviser.

160. The functions of this Office are described in paragraphs 43-46 above.

(a) The Legal Adviser

161. In his report, dated 22 October 1999, on the financing of UNMIK (A/54/494), the Secretary-General requested approval of a D-2 post for the Legal Adviser of the Mission. The D-2 post was not approved, based on the recommendation of the Advisory Committee that the related functions should be reconfigured and assigned to one of two D-1 posts. In support of its recommendation, the Advisory Committee pointed to the central role of the Legal Counsel of the United Nations in all legal matters of the United Nations and recalled the need to ensure consistency with the practice of the Legal Counsel.

162. On the joint advice of the Special Representative and the Legal Counsel, the Secretary-General now requests that one of the two D-1 posts be reclassified at the D-2 level. The establishment of the post of Legal Adviser of UNMIK at the D-2 level is essential if the UNMIK Legal Adviser is to effectively perform his/her functions in a coordinated manner with the Legal Counsel.

163. The Office of the Legal Adviser of UNMIK performs functions of a scope, variety and complexity which reflect the unique character of UNMIK among United Nations peacekeeping missions. In addition to the traditional functions of a large United Nations peacekeeping mission, UNMIK has been given the mandate to provide an interim administration for Kosovo and, consequently, the Special Representative exercises legislative and executive functions for Kosovo. Therefore, in addition to the work normally performed by the legal office of a large United Nations peacekeeping mission, the Office of the Legal Adviser of UNMIK must draft or review legislative and executive instruments and provide legal advice on a variety of matters pertaining to all aspects of the activities of a government, including, inter alia, banking, business registration, taxation, telecommunications, transport, establishment of a judiciary, law enforcement, elections, civil registration, and municipal and regional administration.

164. Another particularity of the work of the Office of the Legal Adviser derives from the unique structure of UNMIK, composed of components (pillars) under the respective responsibility of the United Nations, OSCE and the European Union, which work with KFOR as a separate international security presence, and with the JIAS. The involvement of these various entities raises a myriad of legal issues, which add to the volume and complexity of the work of the Office of the Legal Adviser. Reflecting this situation, the Office of the Legal Adviser is, after the Office

of Public Information, the largest unit within the Office of the Special Representative and the need for lawyers and legal services has continued to increase.

165. The Secretary-General recognizes the central role of the Legal Counsel of the United Nations, and the need to ensure consistency in legal advice within the United Nations. The Office of the Legal Adviser does not hesitate to consult with the Office of Legal Affairs of the Secretariat when required. Consistency is further facilitated by the presence in the Office of the Legal Adviser of a senior lawyer on assignment from the Office of Legal Affairs.

166. However, given the volume, variety and complexity of the work arising from the unique character of UNMIK (and the number of entities involved), coupled with the immediate operational requirements confronted by UNMIK, it would not be feasible to refer matters arising from the daily operations of UNMIK on a routine basis to the Office of Legal Affairs, which itself has limited staffing and must service not only the United Nations Secretariat, but also United Nations subsidiary organs and other peacekeeping missions. Therefore, the Office of the Legal Adviser consults both formally and informally with the Office of Legal Affairs regarding matters with broad policy implications or of particular complexity.

167. The Secretary-General strongly believes that the scope and nature of the functions performed by the Legal Adviser of UNMIK and the unique character of many of these functions in the context of a United Nations peacekeeping mission require a very senior and experienced lawyer. The Legal Adviser must have the necessary authority to effectively interact in performing his functions with high-level officials of the inter-governmental institutions participating in UNMIK and of the international security presence, as well as the representatives of the Kosovar community participating in JIAS.

(b) Changes in the organization of the Office

168. Changes in the organization of the Legal Office are described in paragraphs 47 to 50 above. The Office will be reorganized to comprise a Deputy Legal Adviser at the D-1 level and five units whose responsibilities are defined so as to make the Office more responsive to the various components of UNMIK.

(c) Legal services related to the interim administration of Kosovo

169. The legal services related to the interim administration of Kosovo are described in paragraphs 51 to 55 above. The staffing requirements of the four units that are providing legal services related to the interim civil administration for Kosovo are: one P-5 and one P-4 for the Joint Administrative Structures and Applicable Law Unit, one P-5, one P-4, one P-3 and one P-2 for the Civil Administration and Regulations Unit, one P-4, two P-3 and one P-2 for the Humanitarian Assistance and Reconstruction Unit and two P-4 and one P-3 for the Human Rights and Democratization Unit. The units will also be supported by five General Service staff (three secretaries and two legal assistants), and six local staff who will provide secretarial, legal assistance and translation services from Albanian to Serbian and from Serbian to Albanian, as required.

(d) Legal support to UNMIK as a peacekeeping mission

170. The General Mission Support and Contracts Unit (one P-5, one P-4, two P-3) will be responsible for providing advice on legal issues arising from the internal functioning of UNMIK, such as the drafting of contracts and other agreements, providing legal advice to the Division of Administration of UNMIK on matters relating to procurement and contracting, claims, financial administration, personnel, privileges and immunities, status-of-mission agreements and participating in local boards and committees (e.g. Contracts Committee, Property Survey Board, Claims Review Board). The Unit will be supported by two General Service staff (one secretary, one legal assistant) as well as two local staff to deal with translation from and to Albanian and Serbian.

Office of Human Rights and Community Affairs

171. Three new posts are requested: two P-3 community affairs officer posts and one P-3 community relations officer post.

172. The Office of Human Rights ensures that human rights are taken into account in all the Mission's activities and that regulations, directives and decisions issued by UNMIK are compatible with human rights standards.

173. Taking into account the paramount significance that confidence-building measures have towards the fostering of a multi-ethnic society in Kosovo, and supported by the observations made by the Advisory Committee in paragraph 36 of its report on the financing of UNMIK (A/54/622), the Special Representative considers that a more systematic and comprehensive approach by UNMIK is required to strengthen and improve policy action and coordination in respect of minorities. Consequently, it is proposed that the Office of Human Rights be reconfigured into an Office of Human Rights and Community Affairs and that the currently authorized human rights posts (one D-1, one P-5, one P-4, one P-3, one General Service (Other level) and three Local level) be augmented by the addition of three P-3 posts dedicated to minority affairs.

174. The Head of the Office (D-1) shall serve as the senior adviser to the Special Representative on all aspects of the Mission relating to human rights and community affairs.

175. The previously authorized P-5 post within the Office of Human Rights shall be reassigned for a senior community affairs officer (P-5), who shall coordinate policy and activities with counterparts in the Institution-Building, Civil Administration and Reconstruction pillars, with relevant offices in central and regional administrations, and with minority group leaders.

176. Two human rights officers (one P-4, one P-3) are in charge of monitoring policy implementation and collecting information on the human rights situation throughout Kosovo. The P-4 human rights officer will also be responsible for the collation of all relevant information into regular consolidated reports.

177. Two community affairs officers (new P-3 posts) will be responsible for maintaining contacts with minority groups and for the monitoring of policy implementation throughout Kosovo, each focusing on specific ethnic groups. They will also maintain regular contacts with local community officers.

178. One community relations officer (new P-3 post) will be responsible for promoting adherence to the code of conduct and applicable regulations by UNMIK for fostering peaceful and respectful relations among members of the Mission and the local population. To carry out this function, the community relations officer will liaise closely with the UNMIK Police and with focal points within the regional and municipal administrations. He/she shall also be responsible for mediation and conflict resolution between local individuals and UNMIK personnel arising out of acts performed by the latter outside the scope of official duties.

179. The Office includes an administrative assistant (General Service (Other level)) and three Local level staff (one clerk typist and two clerk language assistants).

Military Liaison Office

180. Eight new Local level posts are proposed for the Military Liaison Office to assist UNMIK staff and military liaison officers as language assistants to perform translation and interpretation functions with the regional teams and in the Situation Centre in Pristina.

Language Unit

181. The Language Unit has been moved from the Division of Administration/General Services Section to report to the Principal Deputy Special Representative. A total of 16 posts (one P-4, one P-3, two Local level and 12 National Officers) have therefore been redeployed. In addition, the number of National Officer posts will be reduced by two and 24 new posts (three P-3, one General Service (Principal level), and 20 Local level) will be required.

182. The Language Unit will require the addition of three new P-3 posts for internationally recruited interpreters and translators. One General Service (Principal level) post is required for a senior administrative assistant to support the Chief of the Unit in the day-to-day management of the office in areas such as documentation flow and work assignments, and to ensure the confidentiality of sensitive material processed by the Language Unit. In order to cope with the workload and the numerous requests for translation and interpretation, some of which had to be turned down because of the shortage of staff, it is proposed that the Unit be strengthened by an additional 20 Local level posts (eight for Albanian, eight for Serbian, two for Turkish interpretation and translation and two for Cyrillic alphabet posts, for transcribing Serbian translations into the Cyrillic alphabet and for proofreading the transcriptions). Two National Officer posts are proposed for elimination in this area owing to difficulties in obtaining the services of suitably qualified staff.

183. The Office of the Special Representative needs professional, internationally recruited interpreters to faithfully, convincingly and diplomatically convey his message into Serbian and Albanian languages. The Special Representative has a difficult and complex task and clear operational requirements for round-the-clock availability of professional interpreters. Only international staff at the P-3 level can fulfil this requirement. It is essential that they be English mother-tongue professional translators, with mastery of Albanian and Serbian. They are required to translate sensitive documents, which may not always be entrusted to national staff, and to revise and monitor the quality of the translations produced in English by the local staff.

184. An administrative assistant post is essential to the proper functioning of the Language Unit. Under the supervision of the Chief, the incumbent ensures day-to-day management of the office, including the document flow and interpreters' assignments. This post is also required to assist in ensuring confidentiality of the many sensitive documents transiting the Unit, ensure continuity and represent the Chief when appropriate and assist in monitoring the local staff. The General Service (Principal level) post is needed in view of the projected growth in the Unit.

185. It is proposed that two of the 12 National Officer posts included in the current staffing table be reduced to ten and that six additional Local level posts be provided in lieu. These six posts are included in the overall additional requirements of 20 Local level posts for the Unit. The posts will be filled by junior or redeployed translator/interpreters as it will be difficult to find in the current market translators of a higher level due to the fact that many qualified local translators maintain other jobs, such as university professors. Hence, recourse to remote translation and per-word translation locally is envisaged.

Regional Liaison Office

186. All 13 posts currently authorized for this Office (one D-1, one P-5, two P-3, three General Service (Other level) and six Local level) are being redeployed to the Office of Political Affairs.

Humanitarian Affairs (Pillar I)

187. The phasing-out of this pillar has resulted in the reduction of 13 posts (one Assistant Secretary-General, one D-2, one P-5, four P-4, one P-2, three Field Service and two General Service (Other level) and the redeployment of 27 posts (one P-5, four P-4, two P-3, two P-2 and 18 Local level) to Civil Administration.

Civil Administration (Pillar II)

188. No changes in staffing are proposed for the Office of the Deputy Special Representative, Office of Statistics, Department of Transport and Infrastructure, Department of Education and Science, Department of Health and Social Welfare, Department of Youth, Department of Sports, Department of Culture and Department of Post and Telecommunications.

189. Office of Gender Affairs is being redeployed from the Office of the Special Representative of the Secretary-General to Civil Administration. In addition to the five posts (one P-5, one P-4, one General Service (Other level) and two Local level) being redeployed, it is proposed to reclassify the current P-5 post to D-1 and add one new P-5 post.

190. In the shift to establish an interim government in Kosovo, it is essential to ensure equitable representation of women in all interim bodies, and attention to gender perspectives in the substantive work of all departments. The Office of Gender Affairs has therefore been redeployed from the Office of the Special Representative to the Office of the Deputy Special Representative (Civil Administration) in order to mainstream gender issues in the work of the departments of Pillar II. Some of this work will be internally focused, such as sensitizing United

Nations personnel on the importance of women's equitable involvement in the election process. Much work will be externally focused, promoting women's empowerment and gender mainstreaming in all instances of interim government, establishing focal points and developing other strategies. It is proposed to reclassify the post of Head of the Office of Gender Affairs from P-5 to D-1, in recognition of the high political profile to be given to gender affairs, access to key decision-making levels which is a vital factor in achieving positive results, and the managerial responsibilities which will increase as a consequence of the broadening of the responsibilities of this Office.

191. The Head of the Office will be supported by two gender officer posts (P-5 and P-4). They will assist in developing policies, designing programmes, and monitoring and evaluating the activities undertaken by the Office.

Monitoring Unit

192. Two new P-4 posts are needed in order to complete the Monitoring Unit in the Office of the Deputy Special Representative. This Unit liaises closely with the 15 departments in Pillar II, in particular to monitor the implementation at the level of each department of the provisions of Security Council resolution 1244 (1999) regarding the transfer of administrative responsibilities to JIAS and the consolidation of Kosovo's local provisional institutions. The Unit analyses trends and developments in the sectors covered by the various departments.

Department of Agriculture

193. Staffing changes for this department include the reclassification of one P-4 post to P-5 and one additional P-4 post.

194. It is proposed to upgrade one P-4 post to P-5 for an Agriculture Marketing Specialist. The incumbent, who should have at least 15 years experience, will be required to establish working guidelines. Work is to be performed with a high degree of independence. A new agricultural economic system is to be established in Kosovo based on private initiative, free market, and small enterprises, which breaks with the past and introduces new marketing concepts. The necessary expertise is not available in Kosovo. A marketing expert is of paramount importance to put the agricultural marketing system on track. The incumbent will be responsible for developing a strategy and policies to implement a balanced, consistent agricultural market system.

195. A rural development officer (P-4) is required to plan and execute field activities to support the agricultural practices among ethnic minorities. This would include the development of small marketing activities (at the village level) to increase farmer sustainability within minority enclaves; the support and strengthening of non-governmental organization activities with the aim to fill the gaps, if any, which could negatively affect the re-launching of the rural economy within ethnic minorities; and the identification of weak points, if any, in the overall agriculture policy that need to be strengthened in order better to assist ethnic minorities.

Department of Public Services

196. Three new posts (two P-4 and one National Officer) are required. A total of 196 United Nations Volunteers will also be redeployed from the Division of Administration.

19 The production of identification cards for the population of Kosovo is an important task of Civil Administration and a key requirement for the conduct of elections in Kosovo. In all about one million identification cards are required to be produced. The Site Manager (P-4) is responsible for the overall production of identification cards, including quality control, management of production lines, security of data and material. This is a highly complex task with strict timelines which requires good management skills, organizational ability, familiarity with information technology and knowledge of English.

198. The Information Technology Manager (P-4) plays a key role in the processes leading to the production of identification cards for the civil population. He/she is responsible for all the information technology equipment and for providing all the data to the production lines in the required format. In addition, the manager supports the systems administrators, develops and operates software for the distribution and storage of data/identification cards and is responsible for the maintenance of the equipment. He or she must have excellent computer skills including programming; possess knowledge of the automatic fingerprint identification system and fluency in English.

199. The UNMIK Official Gazette is a compendium of all the laws, including regulations and subsidiary instruments, issued under the authority of the Special Representative. This is a key document required by the judicial system in Kosovo. It also provides to the general public the authoritative version of laws in force in the territory. A National Officer is required to coordinate the publication of the Gazette. This involves coordinating between the Department of Public Services, the UNMIK Office of the Legal Adviser, the Language Unit, and the Print Unit and outside contractors to organize the publication and ultimately the distribution of the Gazette. The work also entails the formatting and proof-reading of official documents for the Gazette. The requirements include a law degree with some experience in the publication of official gazettes; excellent computer skills; knowledge of Microsoft Word and Excel and familiarity with proof-reading techniques. Knowledge of the Albanian and Serbian languages is essential and constitutes the main reason for requesting a National Officer.

Department of Civil Security and Emergency Preparedness

200. As a result of the phasing-out of the Humanitarian Affairs component (Pillar I), the Mine Action Coordination Centre has been moved to the Department of Civil Security and Emergency Preparedness under Pillar II and all 27 posts (one P-5, four P-4, two P-3, two P-2, and 18 Local level) have also been redeployed.

Department of Justice

201. A total of 121 new posts are proposed for the Department of Justice (six D-1, eight P-5, 37 P-3, 22 P-2, 11 General Service (Other level) and 37 Local level). The reclassification of two P-4 posts to P-5 is also being requested.

202. Provision has been made for 11 international judges (six D-1 and five P-5). Under the authority of the Special Representative, and under the supervision of the Head of the International Judicial Support Section, the international judges appointed under UNMIK regulation 2000/34, having regard to the independence and impartiality of their office, shall conduct criminal trials under the jurisdiction of the office to which the prosecutors are appointed, according to the applicable law. They will select pending and new cases to be tried, and perform any duty that falls within the jurisdiction of the prosecutor, as set out in the applicable law defined in UNMIK regulation 1999/24.

203. Three additional P-5 posts are required for international prosecutors. Under the authority of the Special Representative, and under the supervision of the Head of the International Judicial Support Section, the international prosecutors appointed under UNMIK regulation 2000/34, having regard to the independence and impartiality of their office, shall commence and conduct criminal investigation under the jurisdiction of the office to which the prosecutors are appointed, according to the applicable law. They will select and prosecute pending and new criminal cases, and perform any duty that falls within the jurisdiction of the prosecutor as set out in the applicable law defined in UNMIK regulation 1999/24.

204. The Penal Management Section will assume responsibility for four detention centres in addition to three already managed by the Section. The increased level of responsibility and complexity of managing all detention facilities in Kosovo will be falling into portfolios of Head, Correctional Operations and Head, Correctional Programmes in particular. These staff will be responsible for ensuring the effective operations of all detention facilities in Kosovo, in accordance with internationally recognized prison rules, human rights standards and best correctional practices. They will also be responsible for a smooth management transition, as KFOR and the Civilian Police hand over the facilities to the Penal Management Section. It is therefore proposed that two P-4 penal management officer posts be reclassified to the P-5 level, in order to ensure that well qualified and experienced personnel are appointed to these positions.

205. The proposed staffing table provides for 10 new P-3 legal officers. Under the general supervision of the International Judicial Support Administrator, and the technical supervision of the international judges and prosecutors, legal officers are responsible for reviewing and analysing all incoming trial-related documents in order to identify the legal issues and ensure that factual issues are addressed. Legal officers maintain an inventory of those issues as they are addressed in the offices of the international judges and prosecutors and relevant jurisdictions. They assist in preparing motions, briefs and responses to motions and decisions, and carry out research in order to determine emerging issues and developments in international and local criminal and procedural law. Staff assist the international judges and prosecutors by providing legal direction and advice.

206. A total of 49 international interpreters/translators (27 P-3 and 22 P-2) are required to provide specialized interpretation and translation support to ensure fair and just criminal trial proceedings and the accurate translation of files and legal documents. Under the general supervision of the International Judicial Support Administrator and the technical supervision of the international judges and prosecutors, they are responsible for the full range of written and verbal communication requirements in support of the international judicial personnel,

subject to such degree of revision as may be required from English (the working language) into the target languages (Albanian and Serbian) and vice versa. They assemble and update indices of accepted terminology, collect and input data, and research and prepare standard reports from one language to the other. They serve as interpreters during proceedings and on any other occasions when their assistance may be required by the international judges and prosecutors. Given the current political climate and the highly sensitive nature of this work, it is essential that certified international personnel be assigned to interpretation and translation.

207. Eleven General Service (Other level) posts are proposed for international secretaries/court recorders. Under the general supervision of the International Judicial Support Administrator, and the technical supervision of the international judges and prosecutors, an international secretary/court recorder is assigned to each international judge to provide both administrative assistance and specialized court recorder assistance during judicial proceedings. They perform other administrative duties, as directed by the international judges.

208. A total of 14 Local level posts are required for legal assistants. Legal assistants aid the international judges in preparing motions, briefs and responses to motions. They maintain detailed trial and deadline calendars and help legal officers with research to determine emerging issues and developments in criminal and procedural law.

209. Ten Local level translators are needed for the routine translation of documents, files, and other written materials, as directed by the international judges. The duties of these personnel are limited to routine translation functions for reasons of security.

210. Provision is also made for 13 Local level administrative assistants to provide routine clerical and logistical assistance to the judicial support programme.

Department of Environmental Protection

211. This Department is responsible for the development and implementation of environmental protection policies and strategies for Kosovo. The work is divided into two areas of expertise: (a) Industrial and Urban Pollution and (b) Natural Resources and Bio-Diversity, each to be headed by senior environmental officers at the P-4 level. In view of the wide scope and diversity of responsibility in environmental protection, one new P-4 post is warranted.

Department of Labour and Employment

212. The labour law/labour relations specialist participates in the drafting of essential labour legislation for Kosovo (on employment relationships, and the basic rights and duties of employers and employees); assists in developing the future institutions of collective labour relations (collective bargaining, settlement of labour disputes); promotes contacts with Kosovo trade unions and employers associations and provides administrative support to the Tripartite Advisory Commission on Labour and Employment; coordinates with other departments on matters pertaining to labour law and wages; and assists in developing wage-fixing mechanisms for the business sector. The incumbent is responsible for dealing with such delicate issues as formulating policy recommendations on mass layoffs, the future reorganization of job inspection and involvement of trade unions in the conflicting issues of restarting production. The incumbent will also be responsible for clarifying labour rights of

past public sector employees and framing new labour laws. The spectrum of responsibilities warrants an individual at the P-4 level with at least 10 years' solid and ample experience in this area. It is therefore proposed that the current post be reclassified from P-3 to P-4.

Department of Non-Resident Affairs

213. Seven posts (one P-5, one P-4, one P-3, one General Service (Other level) and three Local level) are required for this new department.

214. The international Co-head (P-5), in cooperation with the local Co-head, conceives and implements the overall strategy of the Department, prepares budgets, hires staff and supervises operations.

215. The P-4 programme officer assists the Co-heads by: (a) developing and distributing newsletters and other informational materials to inform non-resident Kosovars of developments in Kosovo; (b) liaising with and assisting organizations to facilitate the dignified, phased and humane return of non-residents to Kosovo; and (c) liaising with and assisting organizations involved in detained or missing Kosovars outside of Kosovo.

216. The duties of the P-3 programme officer include: (a) organizing tours by lecturers, artists and athletic and performing groups; (b) facilitating exchanges of educational and cultural materials; (c) organizing youth camps, conferences and festivals; (d) fostering and facilitating fund-raising for humanitarian aid to Kosovo; and (e) promoting business investment in Kosovo through the provision of information, partner contacts and liaison assistance.

217. The functions for the administrative assistant (General Service (Other level)) are to provide support to the Co-head and the Department by managing the day-to-day operation of the office, drafting correspondence and ensuring availability of supplies and equipment.

218. The three local staff will perform translation functions for documents and correspondence from English to Albanian and Serbian, and vice versa, typing, filing and maintaining records.

Police

219. The staffing table provides for 201 new posts (one D-1 and 200 Local level).

220. A Deputy Commissioner (D-1) is required to assist the UNMIK Police Commissioner in carrying out his functions as head of the largest police force in the history of the United Nations. The UNMIK Police provides interim law enforcement services and the rapid development of a credible, professional and impartial Kosovo Police Service. The UNMIK Police comprises three main elements: the regular civilian police, the border police, and the special police units. All police components are under the operational command of the UNMIK Police Commissioner. To date, more than 4,000 police officers have been deployed in the mission area. The UNMIK Police main headquarters is divided into three departments: Operations, Administration, and Planning and Development of the Kosovo Police Service (numbering in excess of 2,000 personnel).

221. An additional 200 locally recruited interpreters/translators are required to assist the UNMIK Police in carrying out their law enforcement functions. The

current establishment has proved insufficient to meet the needs of law enforcement activities 24 hours per day, seven days per week, where language assistant services in Serbian and Albanian languages are continually required. The proposed establishment of 1,645 locally recruited personnel provides one language assistant for every three police officers (1,573) in addition to 72 multilevel support staff at the Department of Police, 39 police stations and 21 sub-stations throughout Kosovo.

Regional offices

222. It is proposed that two of the five regional administrator posts be reclassified from D-1 to D-2. Additionally, a total of 15 new civil affairs officers (five P-4 and 10 P-3) are required for the regional offices.

223. The role of the regional administrators is crucial during this stage, as the municipal administrations are still far from achieving their goals. Municipal administrators are experienced and seasoned officials providing mature leadership and direction to local structures. They are supported by officials who are experts in the various fields of local administration and finance. In view of the particular situations in Pristina, the main municipality of Kosovo and Mitrovica, where serious ethnic clashes continue, it is proposed that two D-1 posts be upgraded to D-2 for the regional administrators in those regions. The upgrading is justified by the complexity of their tasks, the high political profile of the two posts, the managerial and decision-making capacity required and the need to be capable of exercising a high degree of judgement and discretion in the context of political developments.

224. Mitrovica remains the most significant flashpoint in Kosovo and the resolution of the conflict there is critical to the success of UNMIK. As part of the strategy to deal with that situation, it is necessary to have a larger number of civil affairs officers for Mitrovica in both the northern and southern sectors. These additional staff will be used to liaise with local leaders, assess developments and propose and implement strategies to strengthen the role and presence of UNMIK in the region. It is therefore proposed that 15 new posts (five P-4, 10 P-3) be added to the staff for the Mitrovica regional office. The posts will be used to deploy staff in sectors of priority needs in the regional strategy for Mitrovica.

Department of Local Administration

225. It is proposed that the post of Deputy Director be reclassified from D-1 to P-5. The Deputy to the Director of the Department of Local Administration supports the Director (D-1) and has specific functions in the development and implementation of municipal financial and budgetary policies, and in the review of proposals and activities of the other administrative departments to ensure consistency with the competencies and cost structures of the municipalities. The proposed reclassification to P-5 is based upon the reduced level of functional responsibility.

Municipalities

226. A total of 25 new posts are required (one P-5, 12 P-4 and 12 P-3).

227. The establishment of an additional municipality in May 2000 (Malishevo) requires five new posts, for the Municipal Administrator (P-5), the Deputy Municipal Administrator (P-4), one P-4 and two P-3 Civil Affairs Officer posts.

228. The Municipal Administrator (P-5) is responsible for all aspects of the UNMIK civil administration presence at the municipal level (establishment of consultative and administrative bodies; implementation of policies formulated by the central departments; execution of the municipal budget; hiring of municipal employees; presiding over meetings of the municipal bodies, etc.). The Deputy Administrator (P-4) provides assistance and support in the above functions and replaces the Administrator during periods of absence. Civil affairs officers (one P-4, two P-3) are responsible for general management, personnel, budget and finance, public records, official certificates, licensing and the rationalization of municipal structures.

229. The Civil Administration pillar has appointed and deployed several experienced civil affairs local community officers in selective municipalities with significant minority population groups. The aim of this initiative is to increase the presence of UNMIK in areas where minorities live, in order to contribute to further improvement in their security and to extend the provision of essential administrative services at the grass-roots level. Their presence will facilitate access of the local minority population to essential public services. Since 20 villages/communities have been identified for the deployment of these officers, 20 new posts (10 P-4, 10 P-3) for local community officers are proposed.

Division of Administration

230. No changes are proposed for the Finance Section, the Personnel Section or the Communications Section.

Medical Services

231. Ten additional posts (one P-4, one P-3, one Field Service, seven Local level) are required for this Service.

232. A Deputy Medical Officer (P-4) is required to provide day-to-day care for minor acute episodic ailments and to act as liaison officer with local medical facilities in the Region. The Deputy also assists the Chief Medical Officer in the operation of the UNMIK Medical Clinic and works closely with medical doctors in the UNMIK Medical Clinic to ensure proper coordination in handling medical matters; supervises the nurses; and keeps medical records and prepares statistics. One P-3 post for a laboratory specialist is also required.

233. One Field Service post is proposed for an administrative assistant who will support the Chief Medical Officer and Administrative Support Officer in overall administrative matters of the clinic. He/she will supervise national support staff; compile patients' information and data; keep and document all doctors' appointments and daily schedules; organize and distribute all clinic correspondence; liaise with Administration, special police units, and the UNMIK Police; liaise with Personnel Section on all personnel matters; identify/plan projects to improve the administrative efficiency of the clinic; raise requisitions and monitor supply requirements; develop and coordinate field trips to regional clinics.

234. Seven additional Local level posts are needed for drivers (three posts) and paramedics (four posts).

Security Section

235. A total of 258 new posts (two P-2, one Field Service, two Security Service, 253 Local level), are proposed, in addition to the reclassification of eight General Service (Other level) posts to Field Service.

236. The Regional Security Supervisor (P-2) acts as the principal security adviser to the Regional Administrator and the Municipal Administrators for all security-related matters. The Supervisor is responsible for the elaboration, implementation and execution of the security plan for the municipalities and the regions so that it includes the warden system. He/she is also responsible for all physical security-related functions and access controls, for conducting liaison with the KFOR multinational Brigade with responsibility for Region Centre, and for all other activities of the Unit, including supervision of staff.

237. The Chief of the Safety Unit (P-2) is responsible for development of a global fire safety plan which includes: developing an inspection timeline to ensure that all facilities are inspected on a recurring basis; supervising and conducting technical inspections of over 100 UNMIK facilities; following up to ensure that materials are ordered, that a timeline is developed to correct deficiencies and that the work is done; developing fire prevention and fire awareness campaigns for the UNMIK population; ensuring development and rehearsal of building evacuation plans for all locations; conducting inspections for other safety-related deficiencies; and supervising an international and local staff.

238. One additional Field Service post is required for a public assemblage officer, who will be responsible for the organization, training and implementation of emergency evacuation plans, including a fire warden system, for the United Nations facilities.

239. The reclassification of eight existing General Service (Other level) posts to Field Service is proposed, to allow for future flexibility in recruitment of international security personnel in the field.

240. The Security Section requires two additional international (security) staff posts as security guards to ensure that proper security coverage is provided. In Pristina alone the locations that require security have increased from 8 to 15. The increase is also necessary to ensure sufficient staffing to provide coverage when staff are on authorized absence, such as annual and sick leave.

241. A total of 253 Local level posts are required for locally-recruited guard staff. The current level of guards required to secure UNMIK compounds is 629. Pending the approval of the 253 posts by the General Assembly, additional security personnel are being employed under general temporary assistance. Budgetary provision for this purpose has been made in the current report for a period of six months. Since these personnel are performing functions of a continuing nature, they will be converted to UNMIK local staff upon approval of the posts. From a security point of view, wherever possible, it is highly desirable to have guard staff who are employed by the United Nations, rather than contracted. In Kosovo, there is only one truly functioning security company, and it is only half the size of the UNMIK local guard force and lacks the capability to function in all of the regions. There is virtually no competition or other viable alternative at this time. Requirements are expected to increase in coming months and all efforts will be made to contract additional guard services for any future requirements.

Aviation Safety Unit

242. Two additional posts for a regional aviation safety officer (P-4) and an aviation safety assistant (Field Service) are required for this Unit.

243. The regional aviation safety officer advises the Heads of Missions and the UNMIK Director of Administration on all aviation safety-related matters and proposes remedial and preventive measures; ensures that policy on safety management and procedures are thoroughly carried out; ensures that procedures on recording, coding, and reporting of all aviation-related occurrences are carried out correctly; ensures that all aircraft inspections are properly conducted in a timely manner and required reports are properly compiled and submitted to United Nations Headquarters Aviation Safety Unit and Air Operations Unit; conducts regular aviation safety meetings with civil and military representatives; ensures that all aviation safety awareness/publicity is properly disseminated; and maintains close liaison with aviation safety officers of other missions.

244. The aviation safety assistant aids in the implementation of the UNMIK aviation safety programme and emergency response plan for accidents or incidents involving United Nations aircraft in the mission area and assists in aircraft and facilities inspections and compiling of reports. The incumbent also assists in organizing aviation safety meetings in the Mission, disseminates aviation safety awareness publicity and other relevant information, manages Aviation Safety Unit documentation, maintains a diary of all safety activities carried out by the Unit and drafts monthly reports.

Regional Administrative Group

245. Six additional Local level administrative assistants are needed to control delivery and receipt of fax/mail traffic in the Office of the Regional Administrator and to act as language assistants at meetings with local officials.

United Nations Volunteer Support Unit

246. Changes to the staffing of this Unit include the reduction of one P-4 post and the transfer of 196 United Nations Volunteers to Civil Administration.

Budget and Cost Control Unit

247. The reclassification of one General Service (Other level) post to P-2 is proposed. The Budget Office has responsibility for staffing table management, preparation of monthly status of allotment/expenditure reports, monthly section accounts, management of allotments, preparation of sub-allotments, approval/review of all requisitions for the Mission, forecasting funding requirements, arranging redeployment/realignment of funds when required, liaising with the Department of Peacekeeping Operations, preparation of annual cost estimates and performance reports and detailed management reports to the Director of Administration. An additional Professional staff member is required to take responsibility for daily monitoring of accounts in the SUN and Reality systems, preparation of draft summary of adjustments to be made, preparation of a detailed listing of unliquidated obligations, and coordinate the timely liquidation of obligations in conjunction with section chiefs, the Procurement Office/Invoice Matching Section, certifying officers and the Finance Section. In addition to the current P-4 and P-3 posts, it is proposed

that one General Service (Other level) post be reclassified to P-2 to take account of the expanded reporting requirements and responsibilities of the Budget and Cost Control Unit.

Administrative Services

248. The Board of Inquiry has been redeployed from the General Services Section together with its two posts (one P-3 and one Field Service).

Procurement Section

249. Four additional posts, two contracts officers (P-3) and two procurement assistants (General Service (Other level)) are being requested for this Section.

250. Two contracts officers are required for the preparation and administration of contracts for construction, maintenance, service, and supply. They are responsible for requisition of contractual services, identification of contractors, preparing Invitations to Bid and Request for Proposals, evaluating offers, negotiating and preparing submissions to the Local Committee on Contracts in excess of $50,000 and to the Headquarters Committee on Contracts in excess of $200,000.

251. Two procurement assistants are needed to assist Contract Officers with the preparation and administration of contracts for construction, maintenance, service, and supply. They prepare quotations, invitations to bids and purchase orders for goods and services, prepare and compile related lists of suppliers; prepare solicitations, schedule dates and time for receipt of offers; obtain quotations from vendors; keep a close watch on the market and monitor the status of purchase orders.

General Services Section

252. As a result of the redeployment of the Language Unit and the Board of Inquiry from the Section to the Office of the Special Representative and Administrative Services, respectively, the staffing level of the Section has been reduced by 18 posts (one P-4, two P-3, one Field Service, two Local level, 12 National Officers).

Logistic Operations Support Section

253. A total of 42 posts (two P-3, one P-2, four Field Service, four General Service (Other level), 31 Local level) are to be redeployed from this Section to the Supply Section.

Supply Section

254. Changes to the Section include the redeployment of 42 posts from the Logistic Operations Support Section, the redeployment of one General Service (Other level) post from the Electronic Data-Processing Section, the reclassification of one post from P-4 to P-5 and 15 new posts (three P-3, four Field Service and eight Local level).

255. The Supply Section has been expanded considerably, to extend the supply lines for consumable items to five regional operations which account for almost two thirds of all civilian and police staff and, to add a unit to oversee outsourced services to the special police units, Regional Operations and working facilities in the Pristina Region. It is therefore proposed that the post of Chief of Supply Section be

classified to the P-5 level to ensure proper planning of commodity products and management of service contracts.

256. The Chief of the Supply Section is responsible for planning and providing mission requirements in two major areas: general supplies and services. The general supplies include office furniture and equipment and special equipment for police operations, which are distributed throughout the mission area through a main warehouse and satellite operations in the regions. The Chief of the Supply Section directs the development of requirements and the management of contracts to provide fuel supply and distribution, catering, cleaning, grounds maintenance services throughout the mission area at UNMIK facilities and for the Special Police Units.

257. A P-3 post is required for the Deputy Chief/Supply Planning Officer. The incumbent is responsible for planning future section requirements for the Mission, writing procedures and job descriptions, assisting in budget requirements and deputizing as the Chief during periods of absence.

258. A P-3 post is proposed for a supply contracts officer who will be responsible for identifying and planning mission requirements, including Special Police equipment and the preparation and effective management of contracts related to office services and general supplies, monitors and keeps records on budgetary issues and provides guidance to the requisitioning system.

259. A third P-3 post is proposed for Chief of the Support Services Unit. The Chief is responsible for the effective delivery of rations, catering, laundry, cleaning and janitorial, garbage collection, vector control, sewage removal and septic tank cleaning and grounds maintenance services to 10 Special Police Units, comprising 1,160 personnel located throughout Kosovo and a canine unit comprising 35 personnel and 25 dogs, as well as for delivery of the same services, less rations, catering and laundry to all UNMIK locations in Pristina and the regions. The means of delivery is to be initially by contract and by the use of United Nations contracted staff. Ultimately all delivery will be by contract at which time the responsibility will become that of monitoring, inspecting and managing the services provided by the contractor(s).

260. Four quality assurance supervisors (Field Service) are needed to evaluate the performance of the contractor(s) in line with the terms and conditions of the contract(s) and to monitor, inspect and report on services provided by the contractor by means of a quality assurance surveillance programme using statistical sampling and collected statistics to objectively evaluate the compliance of the contractor(s) with the terms of the contract(s) and the assessment of payments to be made.

261. An administrative clerk for petrol, oil and lubricants (Local level) is needed to consolidate the monthly vehicle trip tickets and enter the details onto a spreadsheet for auditing and report purposes.

262. An inventory control supervisor (Local level) is required to control the physical movements of incoming and outgoing goods at the central warehouse with the assistance of the storekeeper and to keep updated track of these movements through the two data input clerks.

263. Two data input clerks (Local level) will record all movements (incoming and outgoing) of the central warehouse.

264. Four quality control assistants (Local level) are needed to manage and supervise the camps housing the Special Police Units. They will have responsibility for the daily operation of the camps, including minor maintenance and repair and for the effective delivery of all services. They will be responsible for daily monitoring, inspecting and reporting on all aspects of the services provided by contractor(s), utilizing a quality assurance surveillance programme and operating a statistical sampling plan. They will report their results in writing and follow up on directions and recommendations made following analysis of the results.

265. Eighteen posts are being redeployed from the Logistics Operations Support Section to the Special Police Services Unit, as follows (one P-3, two Field Service, three General Service (Other level), 12 Local level).

266. One petrol, oil and lubricants/solid fuel officer (P-3) will be responsible for the effective management of petrol, oil, fuel and solid fuel contracts, delivery planning and control, quality control and drafting procedures, and will also assist in budget planning.

267. Two supply officers (Field Service) will coordinate all supply matters between regional UNMIK Police and UNMIK offices, ensure proper record keeping of all consumable supplies and equipment and assist in monitoring various service contracts within the responsibility of the Supply Section.

268. Three Supply Assistants (General Service (Other level)) will assist with proper record keeping of consumable supplies and equipment, identify requirements, raise requisitions and monitor budget performance of Supply Section accounts.

269. Twelve storekeepers/drivers (Local level) are needed to assist with the unloading/loading of vehicles, receipt, issue, repair of equipment, and any other tasks as required by the supply officer. Moreover, seven of these local staff are to perform driver duties in addition to storekeeping responsibilities.

270. Furthermore, 24 posts are being redeployed from the Logistics Operations Support Section to other supply services, as follows: one P-3, one P-2, two Field Service, one General Service (Other level) and 19 Local level posts.

271. The Chief of the Asset Disposal Unit and an environment officer (P-3) will set up a proper Asset Disposal Unit, provide requests for proposal for all required contracts for the disposal of scrap and contaminated waste, as well as scope of work for the treatment and removal of contaminated soil and oil spills. The Officer will be responsible for the oversight and management of the respective contracts and for ensuring that the guidelines for environmental safety are followed throughout the mission area. The incumbent will maintain accurate records of all written-off United Nations-owned property and contingent-owned equipment and ensure that United Nations rules and regulations for the write-off procedure have been followed. In case of defined surplus equipment, the incumbent will recommend and initiate the proper disposal method and implement the correct procedure.

272. A quality assurance supervisor (P-2) will be responsible for the evaluation of the performance of the contractor(s) in line with the terms and conditions of the contract(s). Duties include performance monitoring, inspecting and reporting on services provided by the contractor by means of a quality assurance surveillance programme using statistical sampling. The incumbent will make use of the collected

statistics to objectively evaluate the compliance of the contractor(s) with the terms of the contract(s) and the assessment of payments to be made.

273. Two planning officers (Field Service) will be responsible for the verification of contractor invoices and other claims, monitoring the contractors' performance and providing quality assurance. They will maintain databases on actual holdings and consumption rates and identify future requirements.

274. Four contract administrators (one General Service (Other level) and three Local level) will be responsible for the preliminary preparation of scopes of work for services and assistance in amending and producing such documents. They will assist in the development of quality assurance surveillance programmes and preparation of statistical sampling plans. They will also prepare requisitions, review invoices and track all financial aspects of contracts and use a high level of computer skills to design spreadsheets to track results. They will input results, produce statistical analyses and liaise with quality assurance supervisors in the preparation of reports.

275. Sixteen quality control assistants/supervisors (Local level), in addition to the four posts referred to in paragraph 264 above, are required to bring the total number of quality control assistants/supervisors to 20.

276. Lastly, one General Service (Other level) post is being redeployed from the Electronic Data-Processing Section for a supply assistant, who will be responsible for the control, receipt, issuance of all consumable medical supplies and ensuring proper recording thereof.

Engineering Section

277. The staff of this Section will be increased by the redeployment of one General Service (Other level) post from the Electronic Data-Processing Section and the addition of 24 posts (four P-3, 15 Field Service and five Local level).

278. The chief of the Assessment Team (P-3) will be responsible for providing technical support in the technical assessment of buildings and other premises in the mission area. The incumbent will also be responsible for providing technical documentation cost estimates and scope of work necessary for overall restoration projects and for the allocation of space and the coordination of resources to implement assigned tasks.

279. A project assistant (P-3) will coordinate support, logistics reports and operational status for five regional Engineer Units, as well as the approval of various projects that exceed the capability of the individual regional engineers, and track the status and coordinate design, procurement requisitions, projects and budget.

280. An operational officer (P-3) will coordinate support, logistics reports, and operational status for the Engineering Units, as well as the approval of various projects that exceed the capability of the individual Unit managers and track the status and coordinate design, procurement requisitions, projects and budget.

281. The Head of the Building Management Unit (P-3) will provide engineering maintenance support on an area basis, supervise the facilities maintenance activities, will be responsible for schedules, preventive measures, minor construction, and project management.

282. A construction supervisor (Field Service) will be responsible for the detailed management of the construction/maintenance of projects within his/her area of responsibility as well as for the organization of the resources to be used in the construction/maintenance of buildings and other facilities both implemented with United Nations personnel or through an external contractor. The construction supervisor will also be responsible for the application of safety/security rules in the working area.

283. An electrical supervisor (Field Service) will be responsible for the maintenance and safety of electrical installation throughout the Mission and work with Building Management Services and Regional Engineers to ensure electrical projects are well planned and executed, and supervises complex electrical projects as directed by the Chief Engineer.

284. A generator foreman (Field Service) will provide daily supervision of repair workshops for generators, electrical and air-conditioning/refrigeration respectively, and supervise skilled tradesmen to ensure that United Nations equipment is properly maintained and repaired.

285. Four refrigerator/air-conditioning mechanics (Field Service) will be responsible for the maintenance and repair of small individual and split system air-conditioning units, in both the field and workshop locations. They will diagnose faults in both cooling and heating systems, prepare material and parts requirements and recover and replace coolant.

286. Four electricians (Field Service) will be responsible for diagnosing and repairing electrical faults, developing materials lists, ordering repair parts and constructing and installing low voltage electrical assemblies in a proper, safe and standard manner.

287. Four generator mechanics (Field Service) will be responsible for diagnosing and repairing minor faults in power generators in sizes ranging from 5-700 KVA. They will develop materials lists, order parts, and analyse generator performance based on standard tests. They will also utilize complex test equipment and perform complex maintenance to repair or replace engine components as part of a standard maintenance programme.

288. The requirement for five additional Local level staff for the Material Management Unit is owing to the considerable increase in work and responsibilities entrusted to the Unit. The need is particularly based on the threefold increase in quantity of material processed and the twofold increase in the number of projects supported by the Unit. In addition, the space allocated to the Unit's stores has more than doubled from the previous year, thus requiring incremented manning of premises. Further, the Unit's responsibilities and workload has increased considerably owing to the introduction of an electronic asset control system and the raising of requisitions.

Electronic Data-Processing Section

289. An increase of 71 new posts (two P-3, three P-2, 16 Field Service and 50 Local level) will be partially offset by the redeployment of two General Service (Other level) posts to the Supply and Engineering Sections, respectively.

290. The Chief of the Regional Support Unit (P-3) will provide direct, coordinated support for the management and organization of the regional electronic data-processing offices, including all administrative, operational and computerization aspects of office automation and electronic data processing. The Unit Chief will coordinate the planning, management, systems analysis, design, programming and implementation of automation projects in the regional electronic data-processing offices; establish coordinated and consistent standards for the regional offices regarding policy, computer equipment, system integration, software standards and provide support to municipalities and police stations; liaise with the regional administration to ensure that the regional electronic data-processing offices are provided with consistent and adequate administrative support; provide the Chief of the Electronic Data-Processing Section with periodic reports on the status of electronic data-processing operations in the regions; and supervise and guide the regional electronic data-processing officers.

291. A network wiring project manager (P-3) is required to ensure that the UNMIK network-wiring project is effectively and efficiently managed and administered.

292. The Lotus Notes system administrator (P-2) will participate in the planning, implementation and administration of the mission-wide Lotus Notes system with special attention paid to compatibility with existing United Nations Headquarters and Field Administration and Logistics Division of the Department of Peacekeeping Operations enterprise-wide Lotus Notes standards and system parameters. In this regard, the incumbent will be responsible for ensuring optimal data exchange with United Nations Headquarters and the Field Administration and Logistics Division, monitor security access control for the systems users, check the integrity and correctness of data records, conduct systems/data backups on a regular basis in conjunction with a local area network (LAN) administrator and use recovery techniques and procedures to minimize a loss of data after systems failure, assist end-users in producing statistical and management reports, create Lotus Notes applications to serve the requirements of the Mission and provide technical supervision and support to the Lotus Notes email administrator. This post is needed to ensure that the UNMIK enterprise Lotus Notes system (in conjunction with United Nations Headquarters Field Administration and Logistics Division and the other missions) has ample technical management and administration personnel.

293. The special projects officer (P-2) will be responsible for planning and executing electronic data-processing special projects, assisting with the administration and management of the electronic data-processing budget and providing control and reporting mechanisms for material management. Specific duties include: coordinating and planning, management, systems analysis, design, programming and implementation of special electronic data-processing projects; evaluating industry trends and advising the Chief of the Electronic Data-Processing Section on the advantages, disadvantages and cost-effectiveness of implementing related new technologies, programs and systems; liaison with United Nations Headquarters, other field missions, manufacturers, the technical support unit and vendors on issues relating to electronic data-processing material management; providing periodic reports on the status of electronic data-processing special projects.

294. One network administration officer (P-2) will assist with: the preparation of specifications for ordering of network software and components; the design and

implementation of local and wide area networks; the establishment of standard specifications for network connectivity throughout the Mission. He/she will also do periodic testing and analysis of network connectivity to ensure that established standards and specifications are adhered to; develop and implement effective and efficient procedures for network user administration; review network industry publications, web sites, and other available sources for new developments and technologies and industry trends; develop strategies for streamlining network client installations and upgrades; administration and management of server and client network operating system licences.

295. A network cabling technician (Field Service) is required to: assist with the preparation of specifications for ordering of network hardware; assist with the design and implementation of network installations; supervise the installation of physical network components, including hubs, switches, routers, shared printers, shared workstations and ancillary equipment; oversee the maintenance and expansion of existing physical network infrastructure; provide regular maintenance, service and repair of network components; monitor the stock levels for network installation components to ensure that there is always ample supplies to meet emergency requirements.

296. The special projects assistant (Field Service) will assist the special projects officer with the planning and execution of electronic data-processing special projects, administration and management of the electronic data-processing budget and provide control and reporting mechanisms for material management. Specific duties include: assisting with the planning, management, systems analysis, design, programming and implementation of special electronic data-processing projects; liaison with United Nations Headquarters, other field missions, manufacturers, the technical support unit and vendors on issues relating to electronic data-processing material management; using the Reality System to raise all electronic data-processing requisitions; preparation and maintenance of requisition, budget and material management reports, databases and documents.

297. A workshop technician supervisor (Field Service) is required to: provide installation and maintenance of all computer equipment classified as: (a) stand alone personal computers; (b) workstations connected to a local area network (LAN)/Unix server; (c) all computer peripherals, printers, uninterruptible power supply units, hubs, modems and any other hardware machinery directly involved in the network configuration; develop, maintain and implement procedures for loading mission standard personal computer loads onto computers: perform tests and installations on all new computers and report to the technical support unit on the condition of the equipment received, together with a verification of the inventory report; test, analyse, diagnose and repair faulty computer hardware; prepare periodic reports on workshop activities; ensure that workshop has all the necessary tools, testing equipment and adequate quantities of spare parts for all standard electronic data-processing hardware; contact hardware manufacturers to get latest relevant patches, updates, upgrades and part number information; supervise workshop assistants.

298. Thirteen additional Field Service posts are required, as follows: four local and wide area network administrators — network assistants to meet UNMIK-wide network needs; a material management assistant as additional support in the administration and management of information flow related to procurement and receipt of electronic data-processing material; a workshop assistant in the electronic

data-processing workshop to ensure timely service of malfunctioning electronic data-processing hardware; two Lotus Notes assistants to administer and manage UNMIK Lotus Notes systems connected to the enterprise system of the Department of Peacekeeping Operations; a Reality system administrator to administer the installed Field Administration Logistics Division standard procurement system; a fixed assets assistant to provide administrative and technical support for the field asset control system and three Help Desk assistants to provide support to electronic data-processing clients in about 30 locations in Pristina.

299. An inventory clerk (Local level) is needed to enter issue and receipt information into the field asset control system for all electronic data-processing asset transactions and to respond to all queries regarding issues and receipts of electronic data-processing assets.

300. Four regional headquarters electronic data-processing assistants (Local level) are required to: provide assistance to users having problems with standard office applications and equipment; record Help Desk problem resolution data into Lotus Notes application created to track the Mission's Help Desk calls; develop and implement first-line assistance instructions on usage of standard office applications and equipment. In addition, in conjunction with training assistants, they will develop training programs designed to address areas most needing attention, as evidenced by Help Desk data. They will also provide support for local area network components in the regions.

301. A stores clerk (Local level) is needed to: deliver and retrieve electronic data-processing equipment between mission locations; install equipment upon delivery; organize and maintain the electronic data-processing store; conduct inventory checks of expendable and non-expendable equipment; offload and load equipment shipments; enter data into the field assets control system inventory.

302. Fifteen network cabling assistants (Local level) will install network cabling and related equipment at the various UNMIK locations. These posts are needed to provide for the continuing and always urgent need for network cabling and connectivity in the ever increasing UNMIK buildings and locations.

303. Ten regional electronic data-processing assistants (Local level) will be responsible for provision of assistance to users having problems with standard office applications and equipment, recording Help Desk problem resolution data into Lotus Notes application created to track the Mission's Help Desk calls, developing and implementing first-line assistance instructions on usage of standard office applications and equipment, providing support for local area network components in the regions and other electronic data-processing-related support, as needed. These posts are needed to provide support for the Pristina region (in the newly added Electronic Data-Processing Office) and to meet the increasing need in the other regions arising from the installation of networks, not only at the regional headquarters level, but also in the municipal offices and civilian police stations.

304. Seven Help-Desk assistants (Local level) are needed for the provision of assistance to users having problems with standard office applications and equipment, recording Help Desk problem resolution data into Lotus Notes application created to track the Mission's Help Desk calls, developing and implementing first-line assistance instructions on usage of standard office applications and equipment, in conjunction with training assistants, develop training

programmes designed to address areas most needing attention as evidenced by Help Desk data. These posts are requested to address the increased need for the electronic data-processing Help Desk support for the many physical locations (currently above 30) in Pristina. Given the traffic congestion in Pristina and the anticipated increase in physical locations requiring support, it is essential that these posts be approved, so that the Electronic Data-Processing Unit may be able to provide timely and efficient support to all users in Pristina.

305. Three training assistants (Local level) are needed to organize and provide training for mission staff at all levels on a regular basis to cover the following topics, computers and their usage: Windows operating system commands and special utilities, standard office applications (word processors, spreadsheets and databases), standard Field Administration Logistics Division information/data systems (Lotus Notes), network applications and usage, etc. The incumbent is also responsible for developing, training materials, technical and user documentation, and publicity information and for conducting demonstrations, workshops and seminars on software applications, software and equipment in line with an enhanced utilization of the advanced technology and assisting with the operation of office automation, data communications and computer installations with regard to systems support and maintenance equipment utilization and software applications. These posts are needed to provide for the expansion of the current electronic data-processing training programme and to meet the increased demand for training on electronic data-processing systems and applications as evidenced by the increasing number of applications for training by UNMIK users.

306. Nine network/cabling assistants (Local level) are required to provide assistance with the installation and administration of the local area network/Unix systems, including, installation of network/Unix hardware/software, user access control for network resources, network maintenance and data security backup, installation and maintenance of Virus Protection software for all network servers, preparation of ad hoc cabling needs, troubleshooting network problems relating to the physical infrastructure and the installation of network-related components, such as network printers. These posts are needed to provide adequate technical support and administration of the UNMIK-wide area network, which currently has over 2,000 users at over 30 buildings/locations and will have more than 3,000 connected users at over 45 locations.

Transport Section

307. A total of 116 additional posts are proposed for this section (12 Field Service and 104 Local level).

308. The Deputy Chief Transport Officer (Field Service) will be responsible for the administration and coordination of transport functional areas. The incumbent will be responsible for the supervision of transport staff appointed to carry out all subordinate functions, including, the regional transport officers; provide guidance and control in all functional areas relating to maintenance and repairs, operations, budget, procurement, training and management of assets; ensure the coordination and effective management and control of the regional transport operation; assess and evaluate overall transportation requirements for the Mission; ensure that United Nations standard operation procedures and guidelines and operational and safety

issues are followed and complied with by all transport personnel insofar as they relate to transportation functions and activities.

309. Provision for 11 additional Field Service posts are requested to support the overall increase of UNMIK Police operations, where vehicle fleet holdings in the Mission will obviously increase. They are responsible for providing support for all the Mission's clients and for ensuring the smooth operation on administrative, technical and operational effectiveness of all United Nations vehicles in the mission area, ensure that all United Nations vehicles are maintained according to the standard required and supervise staff appointed to carry out all subordinate functions as follows.

310. Seven transport officers for Maintenance Operations (Field Service) will provide for the smooth operation of all workshops (at headquarters or in outlying regions); provide repairs and maintenance services for vehicles/equipment of the Mission, determine/analyse the type of repairs/maintenance needed for vehicles requiring comprehensive repairs/maintenance; be responsible for the technical and operational effectiveness of all United Nations vehicles; ensure that broken down and damaged vehicles in the mission area are recovered and the relevant reports made; prepare damage discrepancy reports; determine and propose vehicle withdrawal if they are considered to be unroadworthy; and be responsible for the supervision of the staff appointed to carry out all subordinate functions.

311. Three transport officers for Fleet Operations (Field Service) will control the day-to-day running of the fleet, monitor vehicle trip tickets, identify duty/liberty; prepare reports for the Chief Transport Officer on mileage and fuel consumption; carry out driving tests and assessments of all incoming new officers and staff of the Mission; brief new officers/staff members assigned to regions on the use of vehicles, procedures and their operation prior to issuance of United Nations drivers permit, and provide guidance on road traffic conditions in the area; be responsible for the inventory of United Nations-owned vehicles/equipment, estimated at 3,039 units, and ensure adequate accountability; carry out spot checks and physical inventory checks; and prepare monthly and year-end inventory reports and initiate write-off procedures.

312. A transport officer for Transport Stores (Field Service) is needed for vehicle and equipment spare parts stores to issue and receive parts, tools, tires and other materials for the Mission's vehicles. The incumbent will also issue spare parts to the workshop mechanics and to outstations, maintain records of such issues, maintain an up-to-date record of spare parts, workshop tools and equipment; and assist in preparing requisitions for vehicle spare parts, tools and equipment for the Mission.

313. A total of 104 Local level staff are requested to provide clerical, administrative and technical support for the smooth running of transport operations. The additional technical support consists of 35 drivers, 40 mechanics, one administrative assistant/ senior secretary, two storemen, 10 panel beaters, 10 car washers and six recovery unit personnel.

B. Current and proposed staffing table

	Professional category and above									*General Service and related categories*								
	USG	*ASG*	*D-2*	*D-1*	*P-5*	*P-4*	*P-3*	*P-2/P-1*	***Total***	*Field Service*	*Principal level*	*Other level*	*Security Service*	***Total***	*Local staff*	*National Officers*	*United Nations Volunteers*	***Grand total***
Office of the Special Representative of the Secretary-General																		
Current	1	1	1	9	14	28	30	6	**90**	-	-	34	-	**34**	68	-	-	**192**
Proposed	1	1	4	8	12	28	41	7	**102**	-	1	34	-	**35**	96	10	-	**243**
Office of the Deputy Special Representative of the Secretary-General																		
Civil Administration																		
Current	-	1	4	19	51	200	160	-	**435**	-	-	160	-	**160**	1 900	-	-	**2 495**
Proposed	-	1	6	24	67	227	221	24	**570**	-	-	173	-	**173**	2 160	1	196	**3 100**
Office of the Deputy Special Representative of the Secretary-General for Humanitarian Affairs																		
Current	-	1	1	-	2	8	2	3	**17**	3	-	2	-	**5**	18	-	-	**40**
Proposed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reconstruction[a]																		
Institution-building[a]																		
Division of Administration																		
Current	-	-	1	2	9	23	38	21	**94**	180	6	85	42	**313**	1 296	12	203	**1 918**
Proposed	-	-	1	2	10	22	49	27	**111**	238	6	78	44	**366**	1 727	-	7	**2 211**
Current	**1**	**3**	**7**	**30**	**76**	**259**	**230**	**30**	**636**	**183**	**6**	**281**	**42**	**512**	**3 282**	**12**	**203**	**4 645**
Proposed	**1**	**2**	**11**	**34**	**89**	**277**	**311**	**58**	**783**	**238**	**7**	**285**	**44**	**574**	**3 983**	**11**	**203**	**5 554**

[a] Staff to be provided by the European Union and the Organization for Security and Cooperation in Europe (OSCE), respectively.

Annex I

Cost estimates for the period from 1 July 2000 to 30 June 2001

A. Summary statement

(Thousands of United States dollars)

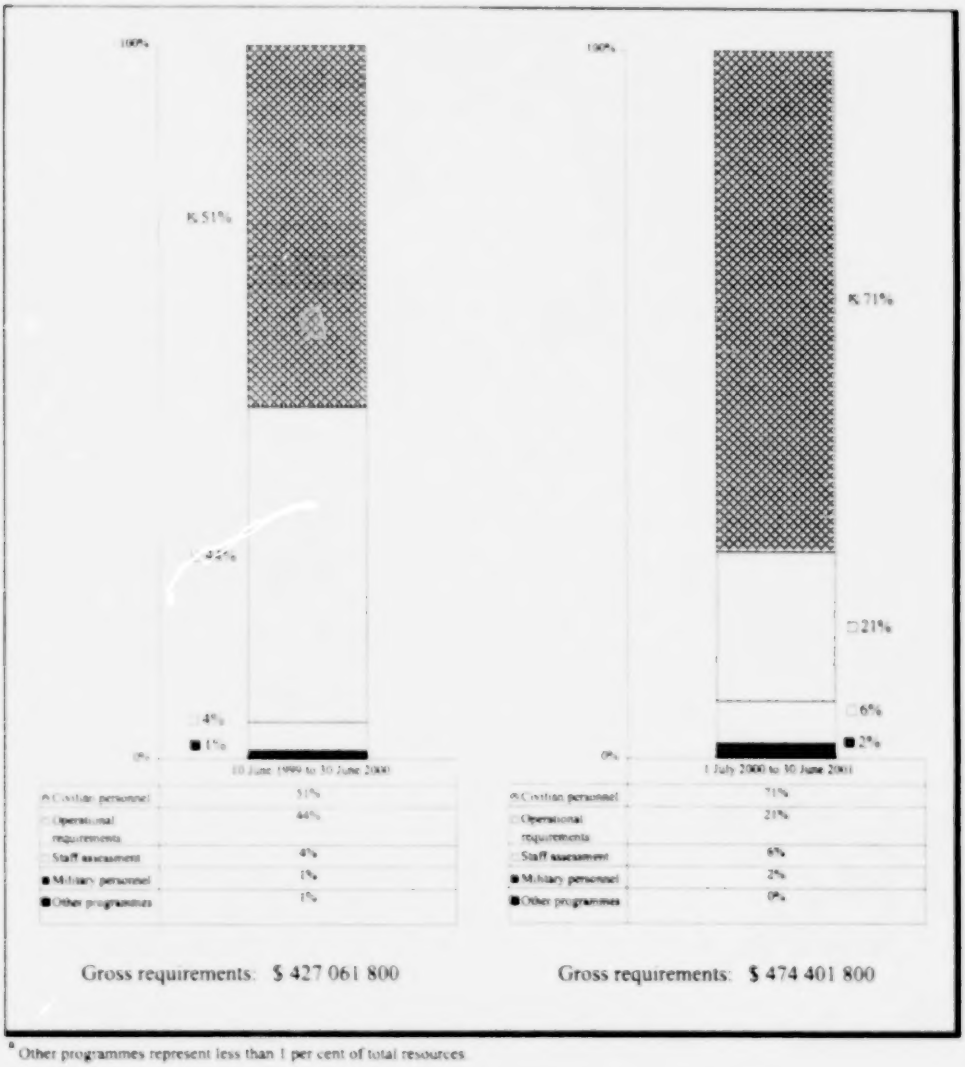
	(1)	(2)	(3)	(4)
	1 July 1998-30 June 1999	10 June 1999-30 June 2000	1 July 2000-30 June 2001	
Category of apportionment	*Expenditures a*	*Apportionment b*	*Total estimates*	*Non-recurrent estimates*
I. Military personnel				
1. Military observers	-	1 056.2	1 273.1	-
2. Military contingents	-	-	-	-
3. Other requirements pertaining to military personnel				
(a) Contingent-owned equipment	-	-	4 170.0	-
(b) Self-sustainment	-	-	838.8	-
(c) Death and disability compensation	-	1 640.0	1 800.0	-
Subtotal, line 3	-	1 640.0	6 808.8	-
Total, category I	-	**2 696.2**	**8 081.9**	-
II. Civilian personnel				
1. Civilian police	-	97 427.7	127 817.3	-
2. International and local staff	-	112 601.9	191 597.5	-
3. United Nations Volunteers	-	6 513.8	17 452.8	-
4. Government-provided personnel	-	-	-	-
5. Civilian electoral observers	-	-	-	-
Total, category II	-	**216 543.4**	**336 867.6**	-
III. Operational requirements				
1. Premises accommodation	-	10 272.5	10 945.4	4 711.7
2. Infrastructure repairs	-	-	318.0	318.0
3. Transport operations	-	77 308.9	15 254.2	5 002.2
4. Air operations	-	11 376.3	6 850.5	-
5. Naval operations	-	-	-	-
6. Communications	-	46 558.5	21 980.5	11 239.9
7. Other equipment	-	31 601.9	22 606.4	20 138.9
8. Supplies and services	-	10 007.5	19 363.7	-
9. Air and surface freight				
(a) Transport of contingent-owned equipment	-	-	1 500.0	-
(b) Commercial freight and cartage	-	1 300.0	500.0	-
Subtotal, line 9	-	1 300.0	2 000.0	-
Total, category III	-	**188 425.6**	**99 318.7**	**41 410.7**

Category of apportionments	(1) 1 July 1998-30 June 1999 Expenditures [a]	(2) 1 July 1999-30 June 2000 Apportionment [b]	(3) 1 July 2000-30 June 2001 Total estimates	(4) 1 July 2000-30 June 2001 Non-recurrent estimates
IV. Other programmes				
1. Election-related supplies and services	-	-	-	-
2. Public information programmes	-	1 168.0	631.3	-
3. Training programmes	-	358.5	440.2	-
4. Mine-clearing programmes	-	900.0	900.0	-
5. Assistance for disarmament and demobilization	-	-	-	-
Total, category IV	-	**2 426.5**	**1 971.5**	-
V. United Nations Logistics Base at Brindisi	-	-	-	-
VI. Support account for peacekeeping operations	-	-	-	-
VII. Staff assessment	-	**16 970.1**	**28 162.1**	-
Gross requirements, categories I-VII	-	427 061.8	474 401.8	41 410.7
VIII. Income from staff assessment	-	**(16 970.1)**	**(28 162.1)**	-
Net requirements, categories I-VIII	-	410 091.7	446 239.7	41 410.7
IX. Voluntary contributions in kind (budgeted)	-	**585.5**	-	-
X. Voluntary contributions in kind (non-budgeted)	-	-	-	-
Total	-	**427 647.3**	**474 401.8**	**41 410.7**

[a] Not applicable.

[b] Based on appropriation provided by the General Assembly in resolution 54/245.

B. Distribution of gross requirements by major cost component [a] [b]



[a] Other programmes represent less than 1 per cent of total resources.

[b] Total may not add up to 100 per cent because of rounding.

C. Supplementary information

1. The proposed budget for the 2000/01 fiscal period is based on the strength of 42 military liaison officers, 4,718 civilian police, 1,357 international staff, 3,983 Local level staff, 11 National Officers and 203 United Nations Volunteers. The cost estimates for international staff take into account a 15 per cent vacancy rate. Emoluments of personnel with appointments of limited duration (300 series) have been calculated based on a new salary scale, effective 1 July 2000. It is estimated that 70 per cent of the staff in the Professional and Field Service categories will be employed as mission appointees. Cost estimates for Local level staff, civilian police and military liaison officers each reflect a 5 per cent vacancy rate. Requirements for the 1,160 formed police are based on the phasing-in of all units by November 2000. The requirements for various items under miscellaneous supplies and services and other operating costs have also been adjusted to take account of vacancy factors. Total reductions to the budget as a result of technical adjustments amount to approximately $30 million.

Military personnel

Apportionment: $2,696,200; estimate: $8,081,900; variance: $5,385,700

2. The increase of $5,385,700 under this heading relates primarily to requirements for contingent-owned equipment ($4,170,000) and self-sustainment ($838,800) for 10 formed special police units and one canine unit to be deployed in the mission area. Additional requirements of $113,000 are also needed for the deployment of four additional military liaison officers and the rotation of military liaison officers, whereas the previous budget only provided for one-way deployment travel of 38 military liaison officers.

Military liaison officers

3. All 42 military liaison officers were deployed in the Mission area as at 1 July 2000. The cost estimates provide for the mission subsistence allowance, clothing and equipment allowance and rotation travel of 42 military liaison officers at the rates shown in annex II.A. The four additional military liaison officers are required as follows: one military liaison officer to serve as strategic and operational planner and liaison officer with the KFOR planners and three military liaison officers to serve as special advisers to the Special Representative of the Secretary-General and his Principal Deputy.

Other requirements pertaining to military personnel

4. The cost estimates include provision of $4,170,000 for the reimbursement to formed police unit-contributing countries for the equipment brought into the mission area, based on wet-lease arrangements and $838,800 for self-sustainment. The requirements for reimbursement of contingent-owned equipment include a provision of $180,000 for the painting and repainting of the equipment brought into the mission area. Provision of $1,800,000 is also made to cover potential claims for the death, disability or injury of military liaison officers or civilian police. Requirements have been calculated at an average cost of $40,000 per claim for 46 claims, based on 1 per cent of the average monthly strength.

Civilian personnel

Apportionment: $216,543,400; estimate: $336,867,600; variance: $120,324,200

Civilian police

5. The cost estimates are based on the deployment of 3,558 civilian police and 1,160 members of the formed police units, including a canine unit. Requirements for civilian police include rotation travel, mission subsistence allowance and clothing and equipment allowance. Provisions for the formed police units are made for police cost reimbursement, welfare, rations (bottled water) and daily allowance. The civilian police requirements were estimated at the rates shown in annex II.A. A 5 per cent vacancy factor was applied in calculating the costs of 3,558 civilian police.

International and local staff

6. The cost estimates for international staff are inclusive of a 15 per cent vacancy rate and are based on New York standard costs for 642 staff. Emoluments of 715 international staff who are recruited under contracts of limited duration have been calculated on the basis of a new salary scale, effective 1 July 2000. It is estimated that 70 per cent of Professional and Field Service staff are classified as mission appointees. In addition, common staff costs for international staff have been calculated at 40 per cent of adjusted net salaries, which is less than the standard cost amounts.

7. Salaries for National Officers and local staff reflect the scales currently applicable in the mission area. Costs for local staff and National Officers take into account the application of a 5 per cent vacancy rate.

8. Provision of $138,400 is made under consultants for the services of two contract engineers for a period of six months ($78,000) and three engineering consultants for a period of two months ($60,400). These services are needed to provide technical assistance in the implementation of engineering projects.

9. Requirements for general temporary assistance amount to $1,326,300 and include an amount of $426,900 related to engineering services for the implementation of projects, including construction of facilities for co-location of logistics components. It is envisaged that 55 persons will be required on a temporary basis at $3.11 per hour, eight hours per day for six days per week for the period. An amount of $118,800 is needed at the United Nations Logistics Base at Brindisi to assist weekly supply flights and twice-a-month surface convoys of vehicles and materials to UNMIK, based on an average monthly salary of $2,200 per person for eight persons from July to November, and two persons thereafter. A further requirement of $133,700 is needed for the operation of the heating plants and snow removal during the winter. A team of 30 persons will be required to work eight hours a day, six days a week, at $3.57 per hour, for a period of six months. There is also a need to hire an additional 200 security personnel for a period of six months, at a cost of $3.11 per hour, eight hours per day, five days per week ($646,900).

10. Requirements for other travel ($1,294,800) include travel to Headquarters by senior UNMIK staff. It is envisaged that the Special Representative, accompanied by three other staff members, will undertake eight five-day trips to Headquarters. Provision is also made for the travel of two Deputy Special Representatives to New

York six times during the budget period. The cost estimates provide for the debriefing of the Police Commissioner and the Military Adviser upon completion of their tours of duty. Provision is also made for the travel of the Director of Administration, the Budget Officer, the Chief Engineer and the Regional Air Safety Officer to Headquarters.

11. The Special Representative, accompanied by three United Nations staff, is also expected to undertake eight three-day trips, to Brussels, Geneva and Vienna, respectively. It is also envisaged that two Deputy Special Representatives will each travel to Brussels, Vienna and Geneva six times during the period.

12. There is also a requirement for 24 trips to the Logistics Base by UNMIK logistics personnel. Provision is also included for seven trips of four Civil Administration staff to United Nations Headquarters, travel of the senior staff of the Department of Peacekeeping Operations, including the Field Administration and Logistics Division, and travel by staff of the Office of Internal Oversight Services.

13. Last, the cost estimates provide for travel within the mission area, estimated at $2,000 per month, travel of UNMIK Police for internal investigations and travel of Police selection assessment teams. The cost breakdown for other travel is shown in annex II.A.

United Nations Volunteers

14. The cost estimates provide for 203 United Nations Volunteers for the period from 1 July 2000 to 30 June 2001 ($11,692,800). Provisions are based on revised monthly costs for the United Nations Volunteers, specified in annex II.A. An additional 500 United Nations Volunteers were required for the period from 1 July to 30 September 2000 to assist in the voter registration and the municipal elections scheduled for September 2000 ($5,760,000).

Operational requirements

Apportionment: $188,425,600; estimate: $99,318,700; variance: ($89,106,900)

15. The estimate of $99,318,700 includes non-recurrent requirements amounting to $41,410,700.

16. The estimate provides for premises/accommodation ($10,945,400), infrastructure repairs ($318,000), transport operations ($15,254,200), air operations ($6,850,500), communications ($21,980,500), other equipment ($22,606,400), supplies and services ($19,363,700), and air and surface freight ($2,000,000).

Premises/accommodation

17. The Mission's requirements for rental of premises include the Skopje Liaison Office, the Tirana Liaison Office, the official residences of the Special Representative of the Secretary-General and the Principal Deputy Special Representative of the Secretary-General in Pristina. The detailed breakdown of rental requirements is contained in annex II.A of the present report.

18. Requirements for maintenance supplies are estimated at $1,240,000, which include building supplies for Pristina region ($700,000) and building supplies for other regions ($540,000). Most facilities occupied by UNMIK have had little or no

maintenance for many years and also suffer from war damage. Maintenance services are estimated at a cost of $28,000 per month ($336,000), including maintenance of fire extinguishers, air-conditioners, freezers and heating plants.

19. Requirements under construction/pre-fabricated buildings include construction of facilities for the Special Police Units, Close Protection Unit, police stations and UNMIK Police border/customs posts. It is anticipated that two additional UNMIK border customs posts will be required during the period. Each post requires the erection of three containers, one ablution unit, a septic tank, a water tank, as well as standby power and preparation works.

20. The cost breakdown of requirements under this heading is shown in annex II.C.

Infrastructure repairs

21. The requirements under this heading ($318,000) include construction of 120 metres of access roads between the urban road network and the supply base in Pristina and the other four regions ($180,000) and to improve parking, access and drainage of the four UNMIK regional locations ($138,000).

Transport operations

22. The cost estimates provide for the acquisition of 65 new vehicles and the replacement of 46 4x4 general purpose vehicles, as specified in annex II.C. of the present report. Operating costs in respect of maintenance, petrol and insurance are based on the vehicle fleet of 3,184 United Nations vehicles and 309 formed police unit-owned vehicles.

Air operations

23. During the prior financial period from 10 June 1999 to 30 June 2000, UNMIK was operating with two Sikorsky S-61 N helicopters, stationed in Pristina, and one IL-76 heavy lift fixed-wing aircraft, based in Brindisi, Italy. While the Mission continues to utilize one Sikorsky S-61 N helicopter for the transportation of personnel and equipment within the mission area, it is proposed that one Sikorsky S-61 N helicopter be replaced by a medium lift helicopter for utility tasks and to support police operations, particularly those involving the Border Police. This helicopter will provide the Mission with a more economic means of transporting small groups of personnel and in assisting the Border Police to patrol within the borders of Kosovo for detection and prevention of criminal activities. This replacement helicopter will also be used to augment the general support helicopter when not required on border police patrols.

24. As of 1 July 2000, the Mission ceased to operate the IL-76 heavy lift fixed-wing aircraft, based in Brindisi. As a replacement for the full-time hire of one heavy lift aircraft, UNMIK made use of one IL-76 heavy lift aircraft from MONUC on a basis of 3.5 flying hours per month, and one AN-26 aircraft from UNMIBH on the basis of six flying hours per quarter. Both aircraft are used for the deliveries of high priority cargo and for the transportation of personnel.

25. Information regarding flying hours, hire and charter charges, fuel costs and insurance is provided in annex II.A.

Communications

26. In order to meet the mission requirement for a more efficient and robust communications infrastructure that will provide for enhanced reliability, additional user features, and improved secure communications, it will be necessary to continue to upgrade and augment the entire network presently being implemented. Reliable communications are vital in order to provide the required levels of command, control, and security required within UNMIK for the Mission to meet its mandate. It is therefore essential that extensive independent communications networks are established and developed in concert with the peculiar demands of the Mission. These networks also serve other United Nations agencies and participating organizations.

27. It is estimated that the UNMIK communications network will support approximately 7,250 persons, 3,184 vehicles and facilities in some 170 independent locations. In addition, secure facilities will be required to support civilian police regional headquarters and border control operations.

28. To extend radio systems to the remotest areas and to meet the high volume demands of public administration and police operations, UNMIK requires separate radio platforms. Conventional UHF and VHF will be utilized to support both UNMIK civilian radio communications and UNMIK Police operations. In addition, the first phase of a trunking radio system will be implemented to provide enhanced communications and connectivity for headquarters at various levels and a complex mix of military, police and civilian users. Until the trunking network reaches an acceptable capacity and coverage within the mission area, the trunking radio system will work alongside VHF and/or UHF conventional systems.

29. The coverage of trunking base radios will be expanded as a comprehensive network of interconnected repeaters. This remains prerequisite for extending the usefulness of trunking mobile and handheld radios into remote municipality areas, for both Civil Administration users and UNMIK Police officers. Expansion of the trunking system will be implemented in a phased manner over time. This will require expansion of the UHF conventional network beyond its present configuration to make up for the shortfalls. When the expanded trunking network is fully able to provide the necessary connectivity, both the trunking and conventional systems will be rationalized.

30. The requirement for VHF radios will focus mainly on providing a country-wide paging network. The facility is expected to be extensive in order to provide adequate coverage for the projected operational requirements of personnel deployed in the Mission. The paging systems will provide for duty and emergency call out of off-duty civilian and UNMIK Police staff and will support the extensive security warden contact networks. The current volatile security situation exemplifies the need for secured communications. The envisaged concept will allow to remotely disable stolen radios or lost radios being used by intruders to eavesdrop or jam the communications network.

31. In order to provide an enhanced and more secure means of radio communication across the entire area of UNMIK operations, two platforms of UHF radio will be utilized. Conventional UHF repeater and mobile stand-alone networks will be used in conjunction with the UHF trunking radio system as a means to ensure UNMIK Police operational connectivity. The first phase of trunking

implementation will serve the headquarters areas. Progressive phases of expansion for the trunking networks will need to be implemented over time to allow for greater coverage potential to suit UNMIK Police operational needs. Considering the limited power and range of the fixed and portable trunking terminals, a more extensive network of base stations and independent repeaters will need to be established to provide this system with an equivalent coverage of the higher power conventional UHF radios and repeaters.

32. A proposed phase two expansion of trunking system in the current financial period provides for the enhancement of the five headquarters sites to provide more system redundancy and switching capability. This will result in an improved overall system efficiency and channel availability, i.e. the addition of telephone interconnect at all five sites, and augmented Headquarters town area coverage using additional base stations.

33. The backbone of communications network is based on Satellite Communications technologies. Satellite communications links provide the interconnectivity between UNMIK headquarters in Pristina, the regional headquarters, the main civilian police stations, sub-stations, border posts, and the Civil Administration municipalities. A total of 145 locations comprising 78 UNMIK Police, 44 Civil Administration staff and 23 UNMIK civilian and KFOR locations throughout the mission area, are tabled to be networked by employing either VSAT terminals or terrestrial microwave links, as determined by the topography of each of those locations. Some of the sites will only be set up on a temporary basis until a more convenient location is found to establish a permanent operation. Transportable VSAT systems are needed to meet this requirement.

34. For those locations in close proximity to and in the line of sight of the main headquarters and regional headquarters, 20 additional medium/high density and low-density microwave links will be required. The use of the microwave links will serve to ensure full connectivity of all medium density populated locations into the wide area network.

35. Inmarsat Mini-M4 terminals are required to provide for rapid deployment mobile voice, fax and, most importantly, data communications. These terminals are equipped to support data connections up to 64KBPS and offer the advantage of allowing for portable and rapidly deployable videoconferencing in the field.

36. Switching equipment is required to establish primary access within the same locations and to other regional locations. Small telephone exchanges will be installed in remote locations, both as an internal means of communication and to give connectivity to the headquarters bases.

37. UNMIK presently has only two secure telephone and facsimile units operating from headquarters. It is necessary to extend this secure network from the main police headquarters to all regional headquarters, to stations with critical security concerns and also to a number of civil affairs offices.

38. Estimates under miscellaneous communications equipment are provided to cover items and equipment that are auxiliary to and augment the specific items and systems. Uninterruptible power supply units of various capacities are required for communications installations in the field, owing to the continued erratic and unreliable commercial power supply throughout the mission area.

39. Technician tool kits and remote site programming equipment are required to ensure timely repair and maintenance of communications equipment installed in the field.

Other equipment

40. The proposed increases in staff, the expansion of UNMIK Police stations and launching of the Special Programme of International Judicial Support in Kosovo require provisions for various items of office furniture and equipment, as well as for other equipment. UNMIK Police have now been deployed to 72 locations, including 56 actual police stations, a considerable increase from the 35 previously planned. With the establishment of International Supreme and District courts, other executive offices and with the sharp increase in the number of police locations, additional requirements will have to be met for the logistics support of the Mission. Consequently, various items of office furniture, office equipment, electronic data-processing equipment, generators, observation equipment, fuel tanks, water and septic tanks, medical and dental equipment, accommodation, refrigeration, miscellaneous equipment and field defence equipment will be needed during the budget period to supplement the existing stocks. None of this equipment can be obtained from surplus stock at the Logistics Base. Detailed information on the requirements are shown in annex II.C.

Supplies and services

41. Requirements for audit services are estimated at $135,200.

42. Cost estimates for contractual services provide for catering and laundry services for 1,160 special police, cleaning, garbage collection, sewage disposal, pest control and ground maintenance for special police units and regions, including Pristina area, lease of 263 photocopiers, environmental cleanup, shoe repair, barber services and clothing alterations to special police and for hiring 25 dogs for drugs and explosives detection.

43. Detailed information on requirements for supplies and services is provided in annex II.A.

Air and surface freight

44. Provision is made in the estimates to cover the cost of shipments into the mission area of contingent-owned equipment ($1,500,000) and freight costs of shipments from the United Nations Logistics Base and other missions ($500,000).

Other programmes

Apportionment: $2,426,500; estimate: $1,971,500; variance: ($455,000).

45. The requirements under this heading relate to public information ($631,300), training ($440,200) and mine-clearing programmes ($900,000).

Public information programmes

46. Provision is made for supplies ($77,200) for the Print Unit and for the Radio and Television Unit. Provision is also included under contractual services for the printing of brochures, newsletters, bulletins, stickers, calendars, folders,

programmes for special ceremonies, envelopes, letterhead, children's colouring books and posters, as well as for the translation of special publications and meeting photographic needs ($554,100). The latter amount includes $50,000 for public opinion surveys and public relations campaigns to be conducted in connection with the Public Affairs Strategy for the Mitrovica Plan, which calls for campaigns within Kosovo for tolerance and a united city and for the external Mitrovica Appeal.

Training programmes

47. Requirements for training include upgrading of technical knowledge of new communications technologies being installed, and for enhancement of installation and maintenance skills. The training foreseen in this area includes: two-week training in secure VHF radio systems for two staff members; three-week training in trunking installations and configuration for five staff; three-week training on DAMA satellites for three staff; two weeks of basic-level training in use of the Ericsson switch MD 110 for two staff members; two weeks' training for three staff in Ericsson MD 110 installation and maintenance; and two weeks of training for three staff in rigging and erecting Rohn towers.

48. Training is planned for 242 locally recruited transport personnel. In addition, cost estimates provide for a winter safe driving and defensive driving course for all staff. In addition, two training courses are planned for two staff members from movement control and air operations unit in relation to the safety of transporting dangerous goods.

49. In order to train both security officers and the guard force, two weeks of training are recommended. The course will include hostage incident management training, a weapons instructor programme, incident command system training and ammunition for training and requalification purposes.

50. Provision is also made for training materials, books and computer-based tutorials in connection with electronic data-processing training. In addition, 20 staff members will require training in the areas of local/wide area networks, Lotus Notes administration and programming, the Windows operating system, hardware repair and troubleshooting, as well as specialized seminars for Reality, Sun, the field personnel management system and the field assets control system.

51. Provision is made for the upgrading of staff skills in the English language and in interpretation and translation. That includes services of three language trainers and reference materials.

52. The estimates provide for the training costs related to the electronic document management system project to enhance document control and management efficiency, management and staff development training in the areas of planning, managing organizational performance, client service skills, general staff development, basic negotiations and conflict resolution. Provision is also made for stress management and alcohol awareness seminars.

Mine-clearing programmes

53. Provision is made in the cost estimates in support of the activities of the Mine Action Coordination Centre. These activities include new areas of operation, in particular, radio repeater sites and areas of hard standings for vehicle compounds. It

will also cover the expansion of the existing facilities near known or previously mined areas.

Staff assessment

54. The amount budgeted under this heading represents the difference between gross and net emoluments, that is, the amount of staff assessment to which the United Nations staff members are subject, in accordance with the Staff Regulations of the United Nations. Staff assessment costs take into account vacancy rates of 15 per cent and 5 per cent in respect of international and Local level staff, respectively.

Income from staff assessment

55. The staff assessment requirements provided for in paragraph 54 above have been credited to this item as income from staff assessment and will be credited to the Tax Equalization Fund established by the General Assembly in its resolution 973 A (X) of 15 December 1955. Member States are given credit in the Fund in proportion to their rates of contribution to the UNMIK budget.

Annex II

Cost estimates for the period from 1 July 2000 to 30 June 2001: analysis

A. Standard and mission-specific costs

Description	Previous submission	Average strength	Proposed estimates: Standard cost	Unit or daily cost	Monthly cost	Annual cost	Explanation
				(United States dollars)			
1. Mission subsistence allowance							
(a) First 30 days			a				
Kosovo	95			95			Mission subsistence allowance rates became
Skopje	127			127			effective 15 August 1999
Tirana	115			115			
(b) After 30 days - all locations	75		a	75			
(c) Within-mission travel			a				
Military liaison officers	500				500		
Civilian police	4 500				4 500		
2. Travel							
Military liaison officers	1 700		a	1 700			Average estimated cost inclusive of 50 kg baggage
Civilian police	1 700		a	1 700			Idem
3. Military personnel							
Military liaison officers	38	40					Inclusive of 5% vacancy factor in respect of proposed strength of 42
4. Contingent-owned equipment							
Major equipment	-		a		331 705		Based on 4 signed and 2 draft agreements
Special equipment	-		a		796		Idem
Painting/repainting of equipment	-		a			180 000	Estimated costs
5. Self-sustainment c/							
Communications							
Telephone	-		13.00		13.36		Payable to 240 formed police
VHF/UHF/FM	-		45.50		46.71		Payable to 354 formed police
Office	-		21.25		21.85		Payable to 240 formed police
Minor engineering	-		14.00		14.39		Idem
Medical							
Basic	-		2.00		2.06		Payable to 1,160 formed police
First line	-		18.25		16.71		Idem
Observation							
General	-		1.00		1.03		Payable to 969 formed police
Positioning	-		5.00		5.14		Payable to 114 formed police
Night observation	-		23.25		23.90		Payable to 150 formed police
Miscellaneous general stores							
Bedding	-		14.00		14.39		Payable to 240 formed police
Furniture	-		22.00		22.62		Payable to 240 formed police
Welfare	-		5.00		5.14		Payable to 969 formed police
6. Death and disability compensation	40 000		40 000	40 000			Based on 1 per cent of average strength
7. Civilian personnel							
Civilian police	4 038	3 380					Inclusive of 5% vacancy factor in respect of proposed strength of 3,558
Formed police units	-	1 038					Based on deployment schedule of 1,160 formed police
International staff	825	1 152					Inclusive of 15% vacancy factor in respect of proposed strength of 1,356
National Officers	17	10					Inclusive of 5% vacancy factor in respect of proposed strength of 11
Local staff	3 031	3 784					Inclusive of 5% vacancy factor in respect of proposed strength of 3,983
United Nations Volunteers	173	203					Full deployment
8. Police cost reimbursement							
(a) Pay and allowance	-		988		988		
(b) Specialist allowance	-		291		291		Payable for 10 % of the unit
9. Clothing and personal equipment allowance							
Military liaison officers	200		200			200	Payable to 42 military liaison officers
Civilian police	200		200			200	Payable to 3,558 civilian police
Formed police units	-		70		70		Payable to 1,160 formed police
10. Welfare							

Description	Previous submission	Average strength	Proposed estimates: Standard cost	Unit or daily cost	Monthly cost	Annual cost (United States dollars)	Explanation
Recreational leave	-		10.50	10.50			Payable to 1,160 formed police
Recreational equipment	-		8		8		Payable to 191 formed police
11. Rations							
Bulk rations	-		9				Provided under contractual services
Bottled water	-		*			139 200	At $1 per day for 1,160 SPU for 120 days
12. Daily allowance	-		1 28	1 28			Payable to 1,160 formed police
13. Local staff							
(a) Kosovo							
Net salary	716		*		716		Salary scale for Kosovo was approved,
Common staff costs	157		*		157		effective June 1999
Staff assessment	168		*		168		
(b) Skopje							
Net salary	-		*		811		Salary scale for Skopje was approved,
Common staff costs	-		*		205		effective 1 April 1999
Staff assessment	-		*		190		
(c) Tirana							
Net salary	-		*		588		Salary scale for Tirana was approved,
Common staff costs	-		*		156		effective 1 October 1999
Staff assessment	-		*		138		
14. National Officers							
Net salary	1 818		*		1 818		Salary scale for National Officers was approved,
Common staff costs	364		*		364		effective June 1999
Staff assessment	456		*		456		
15. United Nations Volunteers	3 375		*		4 800		Based on the memorandum of understanding
16. Overtime	1%		*		1%		Budgeted at 1 per cent of local staff salary
17. Hazard pay			*				
International staff	1 000				1 000		
National Officers	363 50				363 50		
Local staff	143				143		
United Nations Volunteers	400				400		
18. Other travel			*				
SRSG and staff to New York	118 008					157 344	Additional information is provided in annex I.C
DSRSG to New York	147 510					118 008	
Commissioner of Civilian Police	4 917					19 668	
Military Adviser	4 917					4 917	
Civil Administration staff	26 600					137 676	
Budget review	19 668					19 668	
Chief engineer	4 917					7 392	
Regional Air Safety Officer	19 200					7 392	
Brussels	97 308					70 680	
Vienna	76 194					74 414	
Geneva	89 532					85 228	
UN Logistics Base at Brindisi	115 071					119 064	
Within-mission travel	24 000					24 000	
DPKO senior staff	31 293					31 293	
FALD staff	166 860					166 860	
Office of Internal Oversight Services	10 000					21 200	
Police selection assessment teams	176 000					176 000	
Police investigation travel	-					54 000	
Judicial Affairs	7 704					-	
Director, Administrative Division	11 860					-	
19. Rental of premises							
Skopje Liaison Office	17 000				5 700		Current rate
Tirana Liaison Office	-				1 200		Idem
SRSG official residence	6 750				5 500		Idem
PDSRSG official residence	2 000				1 100		Idem
Brazda helicopter base	2 300				-		
Civilian police station, Pristina	48 200				-		
20. Maintenance supplies	105 000		10% of rent		103 300		Mission experience
21. Maintenance services	20 000		10% of rent		28 000		Mission experience
22. Utilities							
Electricity	120 000		*		158 300		Mission experience

Description	Previous estimate	Average strength	Proposed estimate: Standard cost	Unit cost	Monthly cost	Annual cost	Explanation
			(United States dollars)				
Water	24 000		*		26 600		Idem
Heating fuel	85 000		*		88 180		Idem. Provision is made for the period of six months
Generator fuel	37 500		*		124 650		Mission experience
Sewage and garbage disposal	30 000		*		14 400		Idem
Coal	30 000		*		8 800		Idem. Provision is made for the period of six months
23. Vehicles							
United Nations-owned vehicles	2 160	3 071	*				Operating costs are based on deployment in respect of proposed vehicle establishment of 3 184
Formed unit vehicles		272	*				Based on the memoranda of understanding in respect of 309 vehicles
24. Spare parts and maintenance of vehicles	150		100 550		50 150		Mission experience
25. Petrol	53.57		*		111.0		Based on 500 litres per month at $0.37 per litre
26. Vehicle lubricants	10% of fuel		10% of fuel		35 408		
27. Vehicle insurance	624		575			624	
28. Helicopters							
Sikorsky S-61 N	2	1					One Sikorsky S-61N to be replaced with medium-lift
Medium lift	-	1					helicopter for police patrols
29. Monthly flying hours (block)							
Sikorsky S-61 N	45	45					
Medium lift	-	45					
30. Monthly flying hours (extra)							
Sikorsky S-61	40	40					
Medium lift	-	30					
31. Helicopter rental, block hours							
Sikorsky S-61 N							
Hire charges	250 875		144 000		236 475		$5,255 per hour for 45 hours
Medium lift							
Hire charges	-				150 750		$3,350 per hour for 45 hours
32. Helicopter rental, extra hours							
Sikorsky S-61 N							
Hire charges	43 600		48 000		41 600		$1,040 per hour for 40 hours
Medium lift							
Hire charges	-				17 550		$585 per hour for 30 hours
33. Helicopter fuel							
Sikorsky S-61 N	16 575		*		16 575		650 litres per hour at $0.30 per litre for 85 hours
Medium lift	-		*		7 200		120 litres per hour at $0.10 per litre for 75 hours
34. Helicopter lubricants	10% of fuel		10% of fuel		10% of fuel		
35. Helicopter insurance							
Sikorsky S-61 N	9 600		*		9 600		Additional war risk insurance in Pristina
Medium lift	-		*		9 600		Idem
36. Fixed-wing aircraft							
IL-76	1	1					Chartered from MONUC
AN-26	-	1					Chartered from UNMIBH
37. Fixed-wing rental							
IL-76							
Block hours	80	42					
Hire charges	132 000		95 000		5 250		$1,500 per hour for 3.5 hours per month
AN-26							
Block hours	-	16					
Hire charges	-		95 000			6 700	$418.71 per hour for 16 hours per year
38. Fixed-wing fuel							
IL-76	240 000		*		4 500		$4,500 per trip for one trip per month
AN-26	-		*			3 115	$778.71 per trip for 4 trips per year

Description	Previous submission	Average strength	Projected estimates: Standard cost	Cost of each unit cost	Monthly cost	Annual cost	Explanation
			(United States dollars)				
39. Fixed-wing lubricants	10% of fuel		10% of fuel		-		Included in fuel costs.
40. Other air operation costs							
(a) Helicopters							
landing charges			1 500			18 000	30 landings per year outside the mission area at $500 each.
(b) Fixed-wing							
landing charges			*		5 900		One landing per month outside the mission area at $5,000 and 2 landings per month in the mission area at $450 each.
Air traffic control equipment			*			7 000	Air safety publications and rescue equipment.
41. Communications spare parts and supplies							
Spare parts	236 930		*		274 800		Budgeted at 7.5% of the equipment inventory value.
Telephone cables, accessories	14 700		*		12 500		Estimated costs.
Batteries	17 000		*		15 000		Idem.
Antenna cables and connectors	12 000		*		10 000		Idem.
Warehouse supplies	140 000		*		62 700		Idem.
42. Commercial communications							
Transponder	180 000		*		60 400		Estimated costs.
INMARSAT M	160 000		*		200 000		Idem.
Telephone	10 000		*		78 750		Idem.
Mobile telephones	90 000		*		125 000		Idem.
Postage	500		*		18 000		Idem.
Pouch	2 000		*		3 300		Idem.
Leasing of lines for Internet access			*			10 700	Idem.
Installation of telephone lines			*			193 750	At $750 per line for 525 telephone lines.
43. Other equipment spare parts, repairs and maintenance							
Office equipment			*		1 350		Budgeted at 5% of the equipment inventory value.
Office furniture	500		*		7 200		Idem.
Data-processing equipment	198 000		*		145 500		Actual requirements.
Generators	16 500		*		29 150		Idem.
Air conditioners	5 400		*		10 625		Idem.
Refrigeration equipment	7 500		*		5 000		Idem.
Engineering tools			*		5 500		Idem.
Observation equipment			*		1 300		Idem.
Road sweeping/snow clearing	2 000		*		-		
Landscaping	1 000		*		-		
44. External audit	75 000		*			135 200	Board of Auditors.
45. Contractual services							
Catering for Special Police Units			*		325 750		At $10 per person per day for 1,160 special police, based on deployment schedule.
Laundry services for Special Police Units	-		*		54 200		
Cleaning, garbage collection, sewage disposal, pest control and ground maintenance for Special Police Units			*		86 100		
Cleaning, garbage collection, sewage disposal, pest control and ground maintenance for regions and Pristina	98 500		*		288 700		Temporary local staff contracted up to end-November 2000, to be replaced by local contractor starting December 2000.
Lease of photocopiers	88 320		*		123 100		Based on agreement.
Care of police dogs	-		*		28 125		Estimated costs.
Shoe repair, barber, tailor services	-		*		2 500		Actual requirements.
Environmental clean-up	-		*		20 600		Estimated costs.
Heating plant	10 000		*		-		
Local telephone and network cabling	1 200 000		*		-		
46. Data processing services							
Lotus Notes	20 000		*			20 000	
Domino doc software	5 000		*			5 000	
Windows NT server 5.0	10 000		*			10 000	
Norton Utilities	25 000		*			25 000	
Other software report generators	50 000		*			50 000	
Anti-virus software	20 000		*			20 000	
Novell software	30 000		*			30 000	
Exabyte	20 000		*			10 000	
SUN	20 000		*			7 500	
Office 2000	20 000		*			7 500	

Description	Previous submission	Change	Explanation	Proposed estimate (2000) United States dollars	Explanation
First Newsfeed	1 000			1 000	
Special software for maps	25 000			50 000	
Training materials				20 000	
Upgrade to Lotus Notes server	3 000				
Upgrade to Lotus Notes client	100 000				
Upgrade of Visio	2 000				
Upgrade of AutoCAD/MicroCAD	5 000				
Upgrade to graphics applications	1 000				
Upgrade to Adobe Photo Shop	1 000				
Upgrade to Microsoft project	6 000				
47. Medical treatment and services	4 [illegible]			4 [illegible]	includes medical evacuations
48. Claims and adjustments	0 [illegible]			0 [illegible]	
49. Official hospitality	2 [illegible]			2 000	
50. Miscellaneous other services					
Printing of business cards	500			140	
Safety handbooks	1 000			2 250	
Photo developing	800			4 000	
Bank charges	10 000			40 000	
Printing of manuals and telephone directories				7 250	
Toilet				500	
Newspaper advertisements	1 000				
51. Stationery and office supplies	15			15	
52. Medical supplies	2 45			2 45	
53. Sanitation and cleaning materials	5			5	For the period of six months
54. Subscriptions	2 [illegible]			2 100	Actual requirements
55. Electrical supplies	45 000			45 650	
56. Uniform, flags and decals					
Accoutrements – civilian police	111 775			330 240	4 718 sets at $35
Accoutrements – military	78			2 660	38 sets at $35
Fragmentation jackets	125 000			125 000	1 000 at $325
Winter coveralls	40 000			38 000	950 at $40
Summer coveralls	30 000			28 500	950 at $30
Maglite, large	40 250			25 000	200 at $125
Plastic cuffs				7 000	10,000 at $0.70
Dust masks				4 000	2,000 at $2
Latex gloves				56 000	4,000 at $14
Rubber gloves				250	10 at $25
Coveralls				700	350 at $2
Gas masks				150 000	750 at $200
Ear protectors				600	30 at $20
Raincoats				2 400	60 at $40
Boots				525	15 at $35
Reflective vest				87 500	2,500 at $35
Raid vest				87 500	2,500 at $35
Handcuffs with holster	40 000			6 600	220 at $30
Baton with holster	64 000			14 740	220 at $67
United Nations decals and flags	50 000			50 000	
Helmets	121 000				
Fluorescent police jacket	160 000				
Whistle, plastic	2 040				
Shield, medium	17 000				
Pocket ticket books	8 950				
Rubber gloves (box)	10 000				
57. Field defence stores					
Concertina wire and pickets	178 04			163 000	
Hesco Bastion walls	140 000			170 000	
Security services ammunition				30 000	
Hedgehogs and barriers				50 000	
Gabions	50 000				
Sandbags	30 000				
58. Operational maps	4 75	24		57 500	57,500 maps at $1

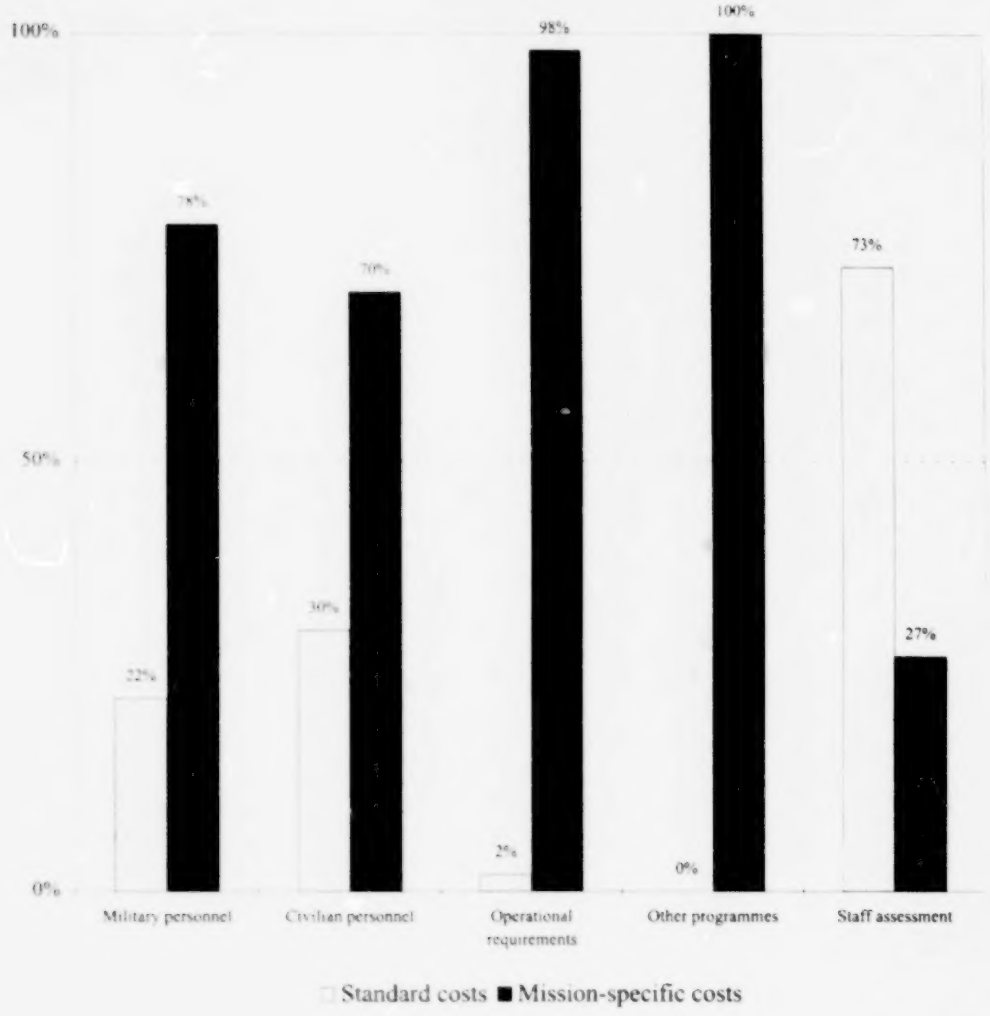
Description	Previous estimate	Average strength	Standard cost	Proposed estimate: Unit or daily cost	Proposed estimate: Monthly cost	Proposed estimate: Annual cost	Explanation
				(United States dollars)			
59. Quartermaster and general stores	17		17	8.17			$8 per person per month for 8,569 personnel and $17 per person per month for 1,160 formed police
60. Public information programmes							
Materials and supplies	7 725		[a]		6 430		
Contractual services	50 400		[a]		46 175		
61. Training							
Communications	126 900		[a]			126 900	
Transport	33 600		[a]			45 300	
Security training	21 200		[a]			10 000	
EDP training	100 000		[a]			80 000	
Language training	20 000		[a]			21 000	
Electronic document management system training	-		[a]			20 000	
Management and staff development	-		[a]			87 000	
Stress management and alcohol awareness seminar	-		[a]			50 000	
Introduction to the United Nations	20 000		[a]			-	
Conflict resolution seminar	16 800		[a]			-	
General administration training	20 000		[a]			-	
62. Mine-clearing programmes							
Miscellaneous services	900 000		[a]			900 000	Mine Action Coordination Centre

[a] No standard cost exists for this item.

[b] Based on standard wet lease rates for items of equipment contained in the memorandum of understanding.

[c] UNMIK rates are inclusive of the Mission factors indicated in Section VII of the main report.

B. Distribution of resources by budgetary cost parameters: standard and mission-specific costs



C. Non-recurrent requirements

(Thousands of United States dollars, unless otherwise indicated)

	(1)	(2)	(3)	(4) = (2) × (3)	(5)	(6) = (4) × (5)
	Current inventory	Proposed units				
		Replacement	Additional	Total number of units	Unit cost	Total cost
I. Operational requirements						
1. Premises and accommodation						
(a) Alteration and renovation of premises						
Telephone local area network wiring in Civilian Police headquarters, regional offices and logistic support facilities						450.0
Upgrade of the fire safety for newly acquired office premises and Special Police Unit camps						160.0
Refurbishment of office space for Civilian Administration						225.0
Renovation of facilities						700.0
Refurbishment of regional medical clinics						48.0
Installation of vehicle washdown ramps						80.0
Renovation of police stations						252.0
Renovation of municipal offices						180.0
Renovation of 25m small arms training range						6.0
Construction of hardstanding and asphalt surfaces						580.0
Minor projects in Pristina						199.0
Renovation of regional supply bases						120.0
Subtotal, line 1 (a)						**3 220.0**
(b) Construction/prefabricated buildings						
Close Protection Unit office facilities						
Office containers	786		14	14	6.5	91.0
Ablution units	85		2	2	10.5	21.0
Sea containers	187		1	1	1.5	1.5
Subtotal						**113.5**
Sea containers for Movement Control			20	20	1.2	24.0
Sea containers for 5 Communication sites			5	5	1.5	7.5
Subtotal						**31.5**
Portable toilets	20		10	10	1.2	12.0
Subtotal						**12.0**
Freight at 15 per cent						23.6
Subtotal						**180.6**
Additional work						
Transport support facilities - Pristina						
Site preparation						5.0
5 concrete floor slabs for tenthalls						30.0
Connections to utilities						4.0
Electrical work (lighting, power outlets)						40.0
Security fencing x 400m						16.0
Perimeter security lighting						12.0
Construction of 2 Special Police Unit camps						
Site preparation						86.0
Connection to utilities						100.0
						97.0

	(1)	(2)	(3)	(4) = (2)+(3)	(5)	(6) = (4)x(5)
	Current inventory	Proposed units				
		Replacement	Additional	Total number of units	Unit cost	Total cost
8 electrical outlets						40.0
Parking and access (8)						24.0
Close Protection Unit Facilities						
Parking area						43.0
Security fencing and lighting						28.0
Erection of tenthalls for regional support bases						
Concrete bases for 9 tenthalls						50.3
Electrical works at 9 tenthalls (lighting, power outlets)						22.5
Parking and access (9)						13.5
Office space augmentation at 20 police stations						
Site works						10.0
Connections to utilities						6.0
Walkways						4.0
External lighting						5.0
Additional office space at UNMIK headquarters						
Site works						2.0
Connections to utilities						10.0
Electrical, phone and LAN wiring						60.0
Secondary roof, stairs, walkways						45.0
External walkways						5.0
Security lighting						5.0
UNMIK Police border customs posts						
Site works						24.0
Establish communication sites						
Site works for 5 communication sites						47.5
Tower foundations for 5 communication sites						2.5
Fencing and lighting for 5 communication sit						22.5
Minor projects						
Paving						15.0
Piping and cabling						10.0
Subtotal						**1 311.1**
Subtotal, line 1 (b)						**1 491.7**
Total, line 1						**4 711.7**
2 Infrastructure repairs						
Upgrading of roads						318.0
Subtotal						**318.0**
Total, line 2						**318.0**
3 (a) Transport operations						
Sedan, heavy 4 x 4 armoured	6		4	4	120.0	480.0
Sedan, heavy	8		4	4	25.0	100.0
4 x 4 general purpose	1 759	46		46	15.0	690.0
Bus, heavy	3		7	7	145.0	1 015.0
Delivery panel van, small			10	10	11.8	117.5
4 x 4 utility single cabin pickup			10	10	15.0	150.0
4 x 4 utility double cabin pickup	33		30	30	15.0	450.0
Subtotal						**3 002.5**
Freight at 15 per cent						450.4
						3 452.9

	(1)	(2)	(3)	(4) = (2)+(3)	(5)	(6) = (4)×(5)
	Current inventory	Proposed units				
		Replacement	Additional	Total number of units	Unit cost	Total cost
Rolling road with brake tester for heavy trucks				1	25.0	25.0
Smoke meter testers, handheld				6	2.0	12.0
Digital micrometer set				1	2.0	2.0
Air fed mask with recharging system				2	10.0	20.0
6 post 25 ton lift to accommodate 13 metre bus				2	32.5	65.0
Mobile refrigerant recovery and recycling systems				7	4.43	31.0
2 sets of special tools for 4 x 4 vehicles				2	10.8	21.6
Mobile engine driven trash pump				7	1.86	13.0
Battery operated pallet truck				7	2.5	17.5
Mobile kerosene/oil fan forced heaters				10	1.79	17.9
Arc electric welding machines				7	3.0	21.0
Carlog system - special equipment						
Carlog main unit			1 600	1 600	0.28	441.6
Keypad magnetic reader			1 600	1 600	0.13	201.6
RF modem			1 600	1 600	0.08	126.4
In/out 12-wire cable			1 600	1 600	0.01	14.4
4-wire main power external cable			1 600	1 600	0.02	30.4
Rpm/speed sensor extension cable			1 600	1 600	0.004	6.4
Odometer sensor (mechanical)			400	400	0.01	2.0
Odometer sensor (electrical)			1 200	1 200	0.01	6.0
24 to 12 V voltage reducer			20	20	0.04	0.8
Vehicle fuel sensor coils			1 600	1 600	0.01	17.6
Subtotal						**1 347.2**
Freight at 15 per cent						202.1
Subtotal, line 3 (b)						**1 549.3**
Total, line 3						**5 002.2**
4 Communications						
(a) VHF equipment						
Radio, secure			500	500	0.8	400.0
Repeater	50		25	25	8.0	200.0
Repeater antenna Colinear	5		40	40	1.0	40.0
Antenna combiners 4 and 8 way	15		30	30	2.5	75.0
Paging encoder system			10	10	2.5	25.0
Pagers	138		500	500	0.1	50.0
Subtotal						**790.0**
Freight at 15 per cent						118.5
Subtotal, line 4 (a)						**908.5**
(b) UHF equipment						
Base station (trunking)	100		50	50	1.2	60.0
Portable radio LTS	500		200	200	1.1	220.0
Portable radio GTX	1 500		100	100	0.7	70.0
Repeater 850 MHz conventional	3		25	25	8.0	200.0
Repeater antenna 850 MHz	6		30	30	1.0	30.0
Antenna combiners 4 and 8 way	5		40	40	2.5	100.0
Trunking system upgrade all sites			1	1	2 000.0	2 000.0
Trunking system secure			1 000	1 000	0.75	750.0
Repeater (UHF 450 MHz MSR200/GR300)	51		20	20	8.0	160.0
			30	30	1.0	30.0

	(1)	(2)	(3)	(4) = (2)+(3)	(5)	(6) = (4)×(5)
	Current inventory	Proposed units				
		Replacement	Additional	Total number of units	Unit cost	Total cost
Multiplexers	37		4	4	10.0	40.0
VSAT 3.7 m transportable	1		5	5	150.0	750.0
Terrestrial microwave	192		20	20	30.0	600.0
Subtotal						**1 721.0**
Freight at 15 per cent						258.2
Subtotal, line 4 (c)						**1 979.2**
(d) Telephone/switching equipment						
Telephone set analog	6 202	1 000		1 000	0.08	80.0
Telephone set digital	2 683	60		60	0.4	24.0
Router equipment	77		20	20	8.5	170.0
Secure telephone	4		15	15	3.0	45.0
Secure facsimile	7		15	15	8.0	120.0
DECT mobile system	864		1 000	1 000	0.3	300.0
Subtotal						**739.0**
Freight at 15 per cent						110.9
Subtotal, line 4 (d)						**849.9**
(e) Miscellaneous communications equipment						
Battery charger 12V	404		500	500	0.1	50.0
UPS 7.5 KVA/10 KVA	39		15	15	6.0	90.0
UPS 3.0 KVA	152		30	30	3.5	105.0
Multichargers 6-way for portable radio			500	500	0.38	187.5
Surveillance earpiece/microphone sets	250		250	250	0.08	20.0
Remote speaker microphones/headsets	500		2 500	2 500	0.05	125.0
Belt loop carrying case	571		10 000	10 000	0.02	170.0
Tower guyed			20	20	4.25	85.0
Communications shelter	3		10	10	7.0	70.0
Self-supported tower			10	10	5.0	50.0
Subtotal						**952.5**
Freight at 15 per cent						142.9
Subtotal, line 4 (e)						**1 095.4**
(f) Test and workshop equipment						
Technician toolkit	8		42	42	0.9	37.8
Remote site programming equipment			40	40	2.5	100.0
Subtotal						**137.8**
Freight at 15 per cent						20.7
Subtotal, line 4 (f)						**158.5**
Total, line 4						**11 239.9**
5. Other equipment						
(a) Office furniture						
Bookcase, executive	25		38	38	0.75	28.7
Bookcase, office	2 200		3 500	3 500	0.15	525.0
Cabinet, steel, 2 door 4 shelf	440		1 000	1 000	0.51	507.0
Chair, executive	25		38	38	0.92	34.8
Chair, clerical	3 200		3 500	3 500	0.10	343.0
Chair, conference, executive			152	152	0.38	57.5
Chair, visitor	5 780		5 000	5 000	0.05	225.0
Coat rack	1 710		500	500	0.02	11.5
Desk, computer	1 730		3 500	3 500	0.1	350.0
Desk, executive	25		38	38	1.45	55.0

	(1)	(2)	(3)	(4) = 2)+(3)	(5)	(6) = (4)x(5)
	Current inventory	Proposed units				
		Replacement	Additional	Total number of units	Unit cost	Total cost
Divider/separator, office	300		500	500	0.15	75.0
Gun cabinets	82		50	50	0.45	22.5
Subtotal						**5 787.3**
Freight at 15 per cent						868.1
Subtotal, line 5 (a)						**6 655.4**
(b) Office equipment						
Safe, medium	72		21	21	1.3	26.3
Safe, small	106		40	40	0.5	20.0
Shredder, medium	230		40	40	0.22	8.8
Shredder, large	39		10	10	0.35	3.5
Shredder, cross cut			16	16	3.50	56.0
Calculators with printer	100		100	100	0.17	16.8
Camera, instant	40		14	14	0.15	2.1
Camera, digital	156		15	15	0.65	9.8
Camera, 35 mm with lenses	182		5	5	0.95	4.8
Camcorder	35		13	13	0.75	9.8
Recorders, pocket	10		50	50	0.15	7.3
Megaphone	100		5	5	0.17	0.9
Overhead projector			20	20	0.75	15.0
Satellite dishes, TV	79		83	83	0.18	14.9
Satellite reciever, TV	87		83	83	0.20	16.6
Date stamp, electric	5		100	100	0.15	15.0
Dictaphone, desk type	5		45	45	0.27	11.9
Television	103		40	40	0.65	26.0
Video recorder	107		40	40	0.45	18.0
Binding machine	3		8	8	1.50	12.0
Stapler , heavy duty			16	16	0.55	8.8
Puncher, heavy duty			16	16	0.45	7.2
Subtotal						**311.5**
Freight at 15 per cent						46.7
Subtotal, line 5 (b)						**358.2**
(c) EDP equipment						
Desktop computer	2 880			275	1.35	371.3
Laptop computer	1 011			60	2.60	156.0
Power computer workstations	2			2	2.80	5.6
Portable printer	161			50	0.50	25.0
Laser printers	1 333			1 160	1.20	1 392.0
Laser printers, colour	24			25	3.50	87.5
Laser printers, high capacity	20			210	2.00	420.0
Dot matrix printer	6			1	1.00	1.0
Plotter (for electronic news-gathering and special projects)	2			2	14.0	28.0
Monitors	2 863			200	0.4	80.0
Monitors, special purpose	25			2	1.8	3.6
File server	62		10	10	33.0	330.0
UPS for desktop computers	2 333			590	0.6	355.2
UPS - high capacity for servers	32			10	1.3	13.0
ID system	9			2	17.5	35.0
CISCO routers for WAN	27			2	8.5	17.0
10/100 mbit ethernet switch for LAN	18			5	1.2	6.0
Special racks for server rooms	—					

	(1)	(2)	(3)	(4) = (2)+(3)	(5)	(6) = (4)x(5)
	Current inventory	Proposed units				
		Replacement	Additional	Total number of units	Unit cost	Total cost
Recordable CD-ROMs	10			2	0.5	1.0
Barcode readers	2			2	2.2	4.4
Electronic Data Management System Pilot proje						
Document server				2	30.0	60.0
Cabling and connections						10.0
Work tables for scanners and PCs						4.0
Environmental controls equipment						20.0
Subtotal						**3 626.9**
Freight at 15 per cent						544.0
Subtotal, line 5 (c)						**4 170.9**
(d) Generators						
1000 kVA			1	1	120.0	120.0
225 kVA			2	2	28.0	56.0
110 kVA			2	2	24.5	49.0
50 kVA			2	2	13.5	27.0
30 kVA			5	5	12.5	62.5
20 kVA			5	5	10.0	50.0
10 kVA			5	5	9.0	45.0
Subtotal						**409.5**
Freight at 15 per cent						67.7
Subtotal, line 5 (d)						**477.2**
(e) Petrol tank and metering equipment						
Standard fuel tanks						
2 000 litre			60	60	2.0	120.0
3 000 litre			45	45	3.0	135.0
7 500 litre			12	12	4.0	48.0
10 000 Litre			10	10	6.0	60.0
15 000 Litre			15	15	8.0	120.0
Fuel tanks with heaters and insulation						
2 000 litre			10	10	3.5	35.0
5 000 litre			10	10	4.5	45.0
7 500 litre			4	4	7.0	28.0
10 000 litre			2	2	9.0	18.0
15 000 litre			2	2	11.0	22.0
Subtotal						**631.0**
Freight at 15 per cent						94.7
Ancillary installation works						120.0
Subtotal, line 5 (e)						**845.7**
(f) Medical equipment						
Level 1 clinic equipment	7					170.0
Examination beds, recovery beds, trolleys, cabinets industrial storage racks, refrigerators, doctors kits, nurse kit, microscopes.						
Subtotal						**170.0**
Freight at 15 per cent						25.5
Subtotal, line 5 (f)						**195.5**
(g) Observation equipment						
Thermal imaging system for helicopter			1	1	200.0	200.0
Binoculars, night vision			94	94	3.4	319.6
Binoculars, normal	300		6	6	0.2	1.0
Subt						520.6

	(1)	(2)	(3)	(4) = (2)+(3)	(5)	(6) = (4)x(5)
	Current inventory	Proposed units				
		Replacement	Additional	Total number of units	Unit cost	Total cost
Subtotal, line 5 (h)						**57.5**
(i) Miscellaneous equipment						
Heater, electric	400		200	200	0.1	10.0
Hand pallet transporter, 2 ton	10		24	24	0.8	18.2
Scales, weighing 1 - 200 kg			5	5	1.2	6.1
Scales, weighing 0.01 - 5 kg	60		6	6	0.7	4.2
Scales, weighing 1 - 500 kg	5		5	5	1.8	9.0
Racking and shelving, steel	1 set					935.0
Air-conditioners			500	500	0.9	425.0
Air-conditioners			100	100	2.5	250.0
Electro-mechanical equipment						
Valve and valve seat refacing equipment						5.0
Injection testing and fuel injection calibrating equipment						60.0
Engine stands						5.0
Welding equipment						10.0
Compressor equipment						15.0
Cleaning equipment						7.0
Hoisting and material handling equipment						15.0
Generator testing 'oad banks						45.0
Specialized tools for electrical and refrigeration services						58.0
Lifting machine						15.0
Hand tools (engineering)						47.0
Fire fighting equipment						
Fire extinguishers (600)						60.0
Smoke detectors						30.0
Fire hoses and nozzles						30.0
Fire system for heating plants						20.0
Upgrade fire panels						40.0
40 x 50 kg mobile						20.0
Subtotal						**2 139.5**
Freight at 15 per cent						320.9
Subtotal, line 5 (i)						**2 460.4**
(j) Field defence equipment (Civilian Police, security and Special Police Units)						
Metal detectors, handheld	100		36	36	0.2	7.2
Walk through metal detectors	10		7	7	3.0	21.0
Pepper spray, large size			150	150	0.04	6.0
Pepper spray, small size with holster			4350	4350	0.01	56.6
Mouthpieces, breathanalyser (100 per pack)			120	120	0.03	3.1
Laser speed measurement device	30		90	90	3.0	270.0
Backup batteries for 120 speed device			120	120	0.27	32.4
Crayon or chalk			865	865	0.03	21.6
Body bag, plastic			600	600	0.03	18.0
Narcotic test kit refill			44	44	0.04	1.8
Hand antiseptic wipes (50 per box)			740	740	0.01	7.4
Evidence bag, polyethylene (50 per box)			16 000	16 000	0.0001	1.6
Explosive express analysis kit refill			40	40	0.05	2.0
Flare-fuse, road flares (10 per box)			6 620	6 620	0.004	26.5
Light stick, red/green/blue (Cylume)			3 900	3 900	0.002	7.8
Barrier tape, 1000'			1 200	1 200	0.008	9.6
Targets			22 000	22 000	0.001	11.0
[illegible]			15 000	15 000	0.0003	4.5

	(1)	(2)	(3)	(4) = (2)+(3)	(5)	(6) = (4)x(5)
	Current inventory	Proposed units				
		Replacement	Additional	Total number of units	Unit cost	Total cost
Notebook, police, 120 x 85mm			35 000	35 000	0.005	175.0
Test paper, blood per 25 test			50	50	0.064	3.2
Test paper, semen per 25 test			50	50	0.064	3.2
Mirror, under vehicle search	225		10	10	0.11	1.1
Cones, traffic			100	100	0.03	2.6
Firearm and training system			1	1	120.0	120.0
FX soft bullet training system			1	1	35.0	35.0
Additional equipment for microscope			1	1	21.5	21.5
Police patrol bicycle			60	60	0.55	33.0
Special equipment for bicycle patrol			60	60	0.2	12.0
Cuff for legs			150	150	0.04	5.7
Firearm residue collection kit			210	210	0.08	15.8
Portable printing device for breathalyser			70	70	0.42	29.4
Filter kit for cameras	70		200	200	0.06	12.0
Standard tripod			200	200	0.10	19.0
Tele conversion lens			70	70	0.11	7.7
Wide conversion lens			70	70	0.11	7.7
Special equipment for Team Six						
Bulletproof helmets (visor/radio headset incl.)			25	25	1.0	25.0
Ballistic shields			5	5	1.3	6.5
Tactical bulletproof vests			25	25	0.6	15.0
Riot duty/correctional helmets			25	25	0.25	6.3
Riot control stick			25	25	0.07	1.8
Rig technic set			2	2	1.0	2.0
Rope equipment set			10	10	1.0	10.0
Non-lethal intervention tools sets			2	2	5.0	10.0
Miscellaneous equipment for Team Six						22.0
Equipment for Close Protection Unit						
Protective gear						300.0
General equipment						298.3
Diversionary devices						189.1
Ammunition						333.5
Weapon requirements						512.3
Closed circuit television systems - UNMIK Police						
Mission headquarters						17.2
Regional headquarters						17.4
UNMIK Detention Centre, Pristina						14.8
Airport, Pristina						33.0
Fingerprint identification euipment						
Automatic fingerprint identification system						690.0
Subtotal						**3 525.1**
Freight at 15 per cent						528.8
Subtotal, line 5 (j)						**4 053.9**
(k) Accomodation equipment						
Cookers, electric	12		100	100	0.35	35.0
Microwave oven	187		100	100	0.15	15.0
Refrigerators/freezer combined			65	65	0.28	18.2
Refrigerators, small	379		70	70	0.19	13.3
Percolator, coffee, medium	10		100	100	0.06	5.5
Kettle, electric, 2 lt.			100	100	0.05	5.0
Vacuum cleaner	220		50	50	0.44	21.8
Fan, pedestal	2600		500	500	0.04	18.0

	(1)	(2)	(3)	(4) = (2) + (3)	(5)	(6) = (4)x(5)
	Current inventory	*Proposed units*				
		Replacement	*Additional*	*Total number of units*	*Unit cost*	*Total cost*
(l) Water-purification equipment						
Water-purification system						9.0
Subtotal						**9.0**
Freight at 15 per cent						1.4
Subtotal, line 5 (l)						**10.4**
Total, line 5						**20 138.9**
Total						**41 410.7**

Annex III

Implementation of previous recommendations of the Advisory Committee on Administrative and Budgetary Questions

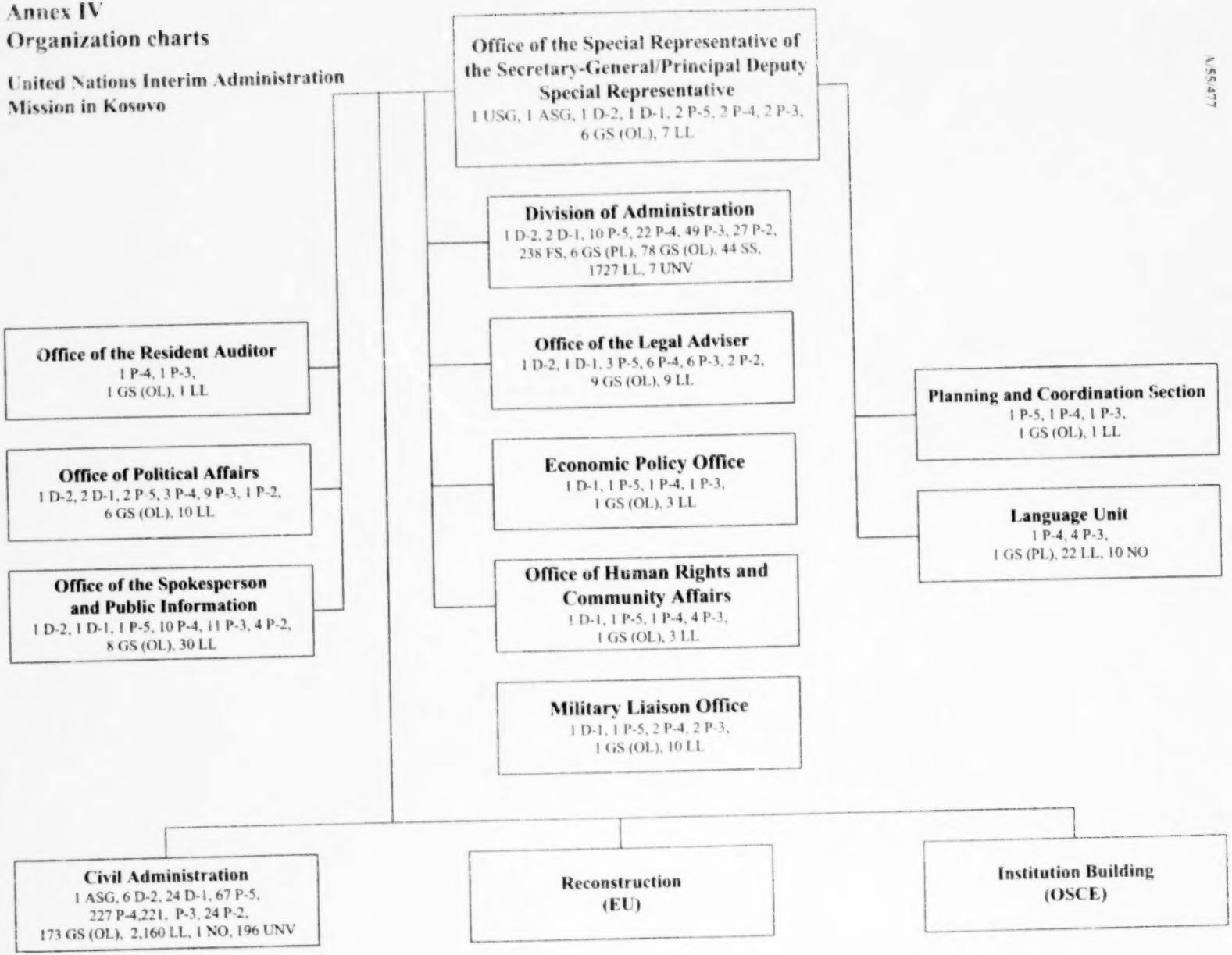
Request	*Response*
1. *The Committee requests that the coordination mechanism between the Executive Committee and the Joint Planning Group and the effectiveness of these two bodies be clarified in the next report.*	Refer to paragraphs 7 to 10 of the present report.
2. *The Secretariat should conclude agreements with the specialized agencies of the United Nations to identify their respective responsibilities and to define their roles in the implementation of technical cooperation activities (A/54/622, para. 13).*	The United Nations agencies working in Kosovo are an integral part of the multidimensional operations of UNMIK. The Humanitarian Affairs pillar of the Mission had entered into memoranda of understanding with the United Nations Development Programme, the United Nations Population Fund, the United Nations Children's Fund, the World Food Programme, the International Fund for Agricultural Development, the International Labour Organization (ILO), the Joint United Nations Programme on HIV/AIDS and the World Health Organization (WHO). The Civil Administration pillar has also established strong links with specialized agencies, including WHO, the Food and Agriculture Organization of the United Nations (FAO), ILO and the United Nations Centre for Human Settlements (Habitat). A memorandum of understanding with FAO is under active consideration.
3. *There is a need to start cooperation within the international community with a view to limiting sudden cost inflation in conditions of service of personnel and in other operational requirements whenever the United Nations is installed in a place of operation. Steps should be taken to prevent any adverse effects of cost inflation on both the local community and the foreign entities. Information on the foregoing should be provided to the General Assembly in future budget submissions (ibid., para. 19).*	The local salary scale issued by the United Nations Secretariat is being used by the United Nations entities operating in Kosovo. A local salary survey was conducted by the United Nations Secretariat in Kosovo in August 1999 and another survey is scheduled for the autumn of 2000. The forthcoming survey will be implemented in accordance with the revised methodology of the International Civil Service Commission and will use as comparators a wider selection of employers from both private and public sectors. This will contribute to development of a local salary scale that reflects more realistically the current market conditions in Kosovo.
4. *The Office of Human Resources Management should be more closely involved in the review of the grades, taking into account the structure and nature of the operation, especially at the levels of P-5 and above. The Committee requests that the Department of Peacekeeping Operations and the Office of Human Resources Management look into this matter and, on the basis of the experience*	The job classification standards were developed by the International Civil Service Commission for the Secretariat, United Nations offices and agencies and included in the April 1994 issuance of the Common Classification of Occupational Groups. These standards are reviewed and weighted in the context of the actual functions and responsibilities in order to determine the level of the post. With regard to peacekeeping operations, the above criteria, plus the development of the job descriptions have been

Request	Response
practical to establish generic grades (ibid., para. 20)	Office of Human Resources Management to examine the possibility of having a wider category of classified generic job descriptions for recruitment purposes. This, however, is in the development stage and the outcome is highly dependent on the time and resources which are required for such an exercise.
5. *The Committee requests that efforts be made to better coordinate gender-related activities implemented under all four pillars of UNMIK. Information to this effect should be included in the next budget submission for UNMIK (ibid., para. 24)*	Refer to paragraph 75 of the present report.
6. *Close programme coordination, where applicable and cost-effective, should be pursued by the United Nations and OSCE (ibid., para. 27)*	In coordination with OSCE, KFOR and UNMIK, a committee has been created wherein the UNMIK Department of Justice is responsible for assisting investigating judges, prosecutors and the police on matters regarding evidence/statements admissible before the investigating judge in the course of preliminary examinations procedures and at trials. The UNMIK Department of Justice has assisted OSCE in setting up training sessions for judges and prosecutors and in preparing the curriculum for this training. Several symposia have been held and further sessions are planned. The UNMIK Department of Justice is coordinating efforts with OSCE to continue these activities and has worked with OSCE towards the creation of the Ombudsman institution.
7. *The Advisory Committee requests that a review be undertaken of the most effective means by which UNMIK could implement its public information programmes. Such a review should consider a number of options, including using facilities now under development by OSCE (ibid., para. 29)*	The Institution-Building pillar is mandated to create conditions that support freedom of the press and freedom of expression in Kosovo. As a first step towards a new public broadcasting service, OSCE and the European Broadcasting Union have established Radio Television Kosovo (RTK), which is publicly financed. Since September 1999, the RTK has been broadcasting a daily two-hour television programme in the Albanian and Serbian languages. Radio Kosovo broadcasts in Albanian and Turkish languages and plans to soon restart its Serbian language broadcasting. The OSCE Department of Media Affairs is also mandated to prepare media regulations, including the issuance of licences and allocation of broadcasting frequencies.
8. *The situation where there is no office for the protection of minorities requires an immediate review, taking into account the mandate set out in Security Council resolution 1244 (1999). Furthermore, the Committee is of the view that a P-4 post for this function is inadequate and*	While the Humanitarian Affairs pillar of UNMIK was phased out in the reorganized Office of Human Rights and Community Affairs, one P-5 post has been reassigned to the area of the protection of minorities. The incumbent will coordinate policy and activities with counterparts in other UNMIK pillars and will maintain contacts with relevant

Request	Response
also be given to assigning additional posts to discharge this function (ibid., para. 36).	community affairs officers responsible for maintaining contacts with minority groups.
9. *A study should be undertaken, involving the Office of Human Resources Management, of all policy and financial implications of introducing a National Officer category of personnel in UNMIK. Bearing in mind that National Officers have been used in the United Nations Mission in Bosnia and Herzegovina (UNMIBH), the Committee further recommends that the study also include the wider implications for all future peacekeeping operations (ibid., para. 40).*	The Department of Peacekeeping Operations has initiated discussions with the Office of Human Resources Management of the United Nations Secretariat to lay the groundwork for the study on the use of National Officers. Criteria are being developed for the acceptance of candidates in the National Officer category in peacekeeping missions. The question of the use of National Officers and its impact on the United Nations common system will also be considered during the upcoming session of the International Civil Service Commission.
10. *The Committee urges the Secretary-General to expedite the current negotiations on formed police units so that they can be deployed as soon as possible (ibid., para. 42).*	The first Special Police Unit was deployed in the mission area in March 2000 and the remaining units will be deployed by November 2000.

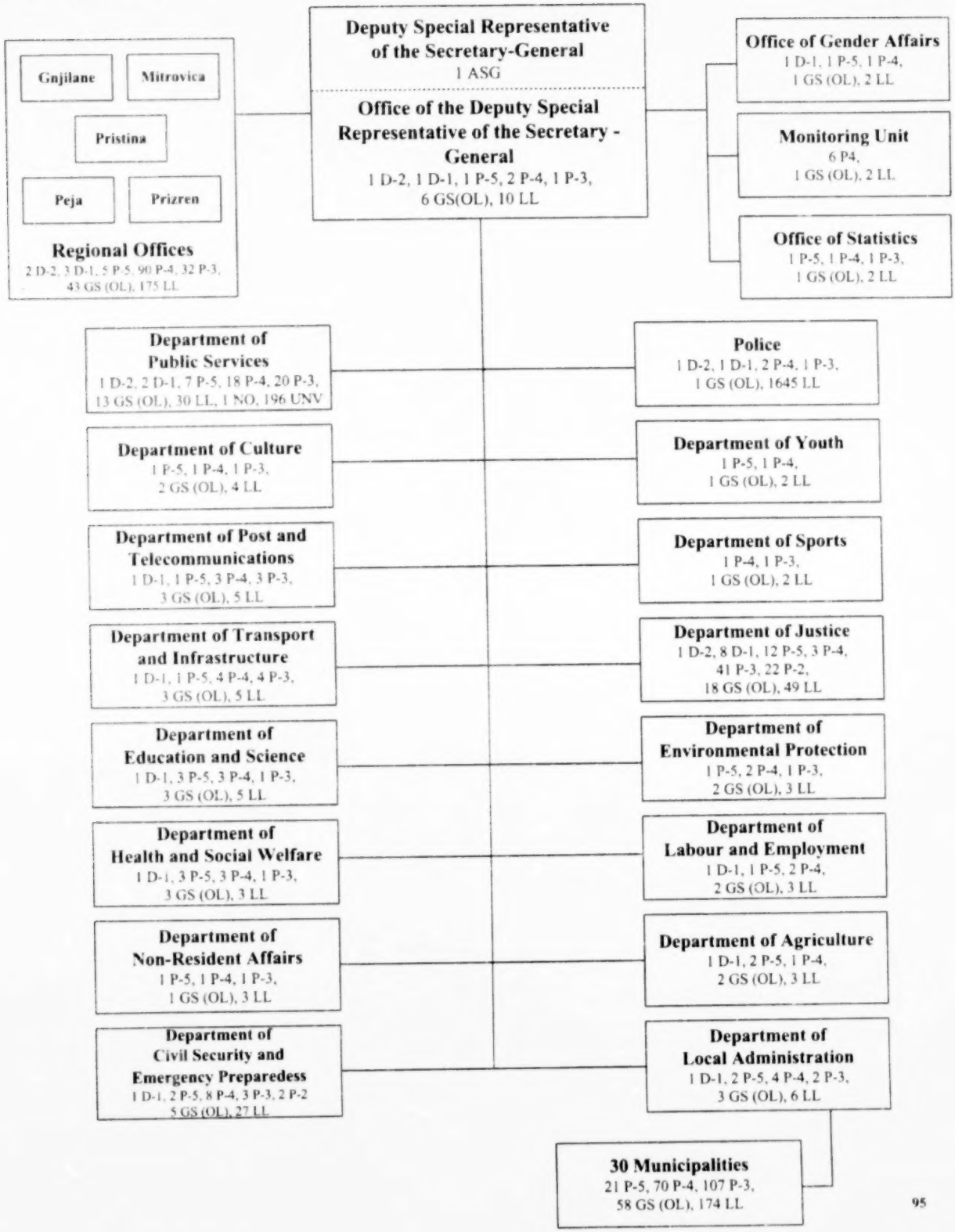
Annex IV
Organization charts

A. United Nations Interim Administration Mission in Kosovo

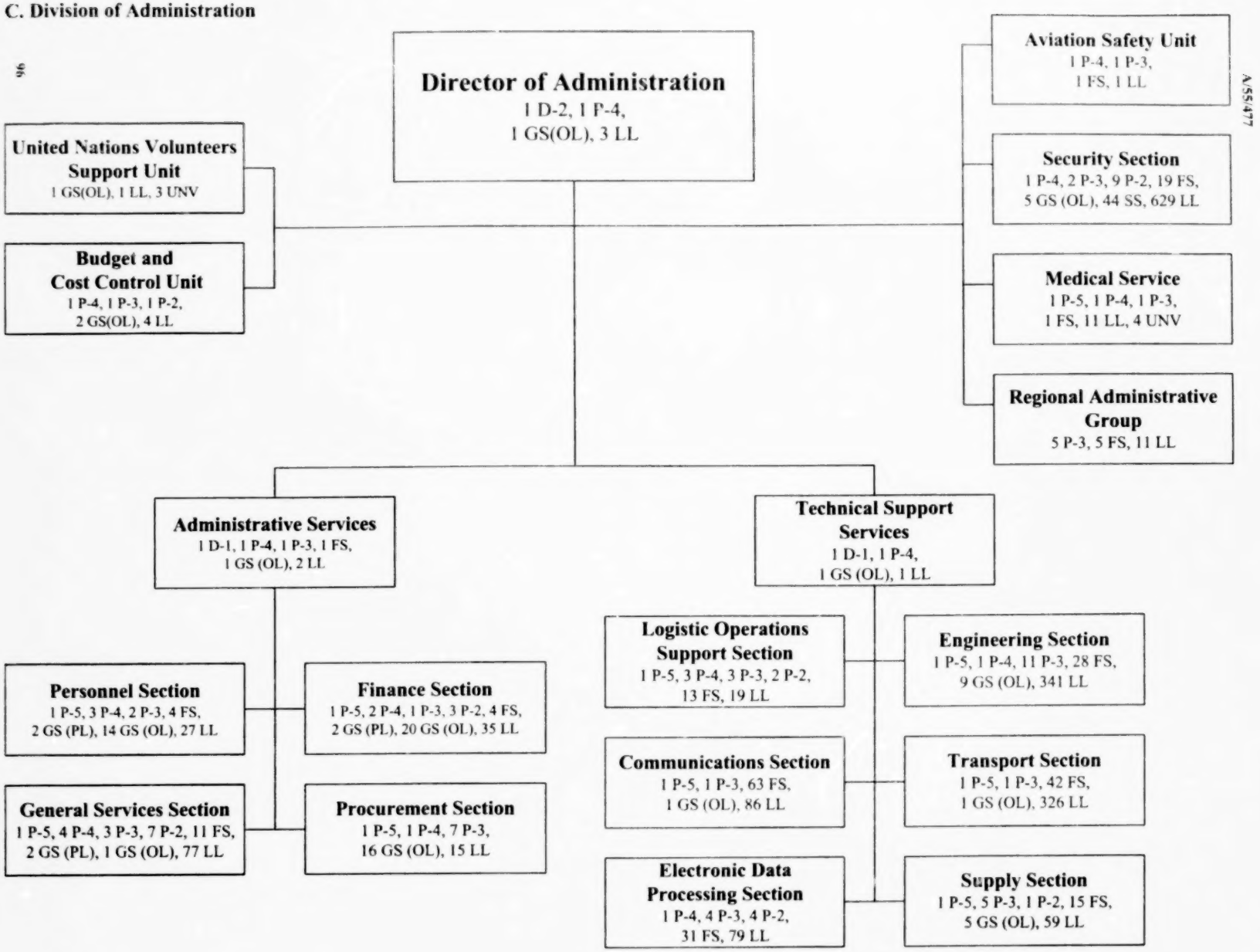

Office of the Special Representative of the Secretary-General/Principal Deputy Special Representative
1 USG, 1 ASG, 1 D-2, 1 D-1, 2 P-5, 2 P-4, 2 P-3, 6 GS (OL), 7 LL
Division of Administration
1 D-2, 2 D-1, 10 P-5, 22 P-4, 49 P-3, 27 P-2, 238 FS, 6 GS (PL), 78 GS (OL), 44 SS, 1727 LL, 7 UNV
Office of the Legal Adviser
1 D-2, 1 D-1, 3 P-5, 6 P-4, 6 P-3, 2 P-2, 9 GS (OL), 9 LL
Economic Policy Office
1 D-1, 1 P-5, 1 P-4, 1 P-3, 1 GS (OL), 3 LL
Office of Human Rights and Community Affairs
1 D-1, 1 P-5, 1 P-4, 4 P-3, 1 GS (OL), 3 LL
Military Liaison Office
1 D-1, 1 P-5, 2 P-4, 2 P-3, 1 GS (OL), 10 LL
Office of the Resident Auditor
1 P-4, 1 P-3, 1 GS (OL), 1 LL
Office of Political Affairs
1 D-2, 2 D-1, 2 P-5, 3 P-4, 9 P-3, 1 P-2, 6 GS (OL), 10 LL
Office of the Spokesperson and Public Information
1 D-2, 1 D-1, 1 P-5, 10 P-4, 11 P-3, 4 P-2, 8 GS (OL), 30 LL
Planning and Coordination Section
1 P-5, 1 P-4, 1 P-3, 1 GS (OL), 1 LL
Language Unit
1 P-4, 4 P-3, 1 GS (PL), 22 LL, 10 NO
Civil Administration
1 ASG, 6 D-2, 24 D-1, 67 P-5, 227 P-4,221, P-3, 24 P-2, 173 GS (OL), 2,160 LL, 1 NO, 196 UNV
Reconstruction (EU)
Institution Building (OSCE)

A/55/477

B. Civil Administration

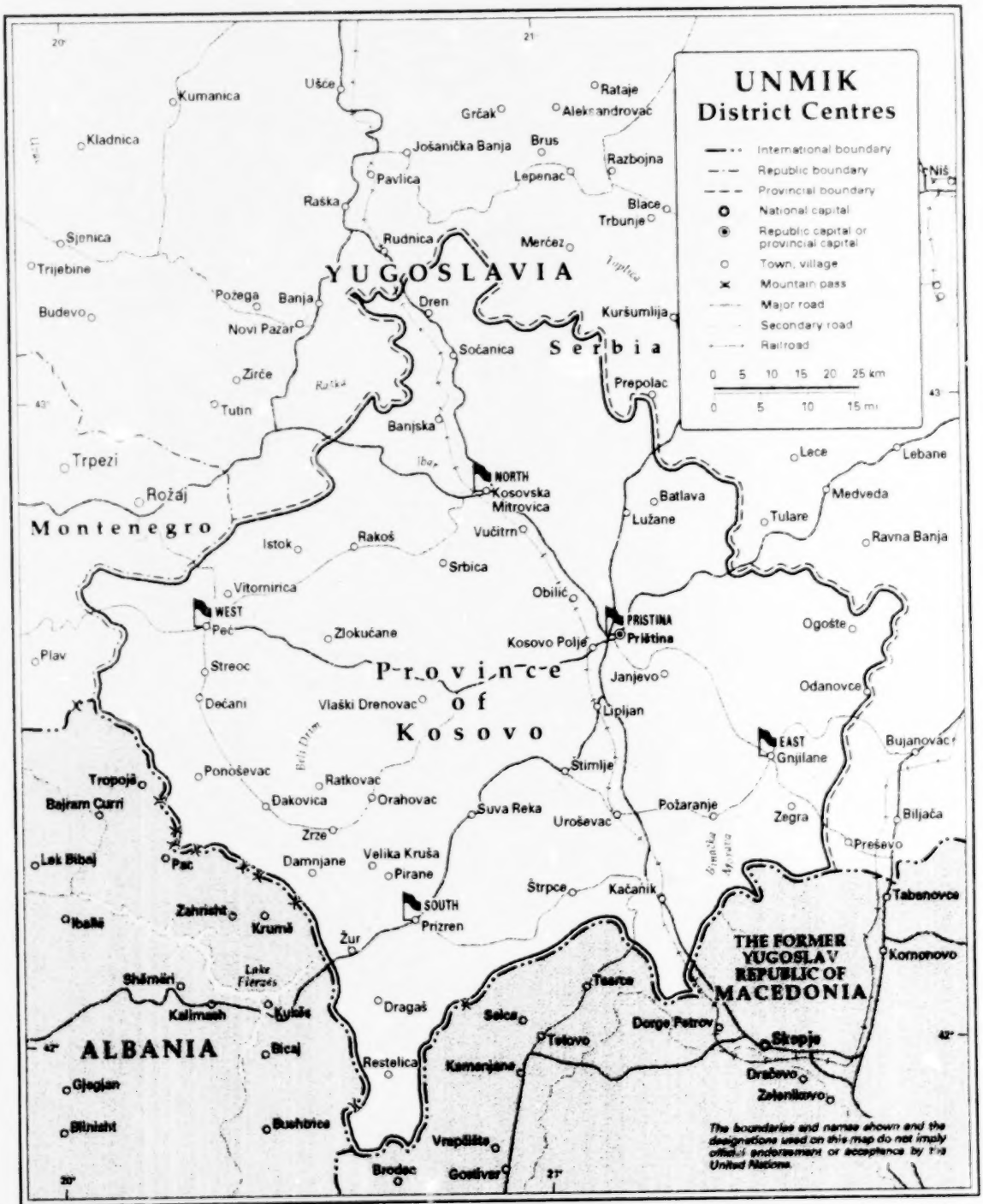

Deputy Special Representative of the Secretary-General
1 ASG
Office of the Deputy Special Representative of the Secretary - General
1 D-2, 1 D-1, 1 P-5, 2 P-4, 1 P-3, 6 GS(OL), 10 LL
Gnjilane
Mitrovica
Pristina
Peja
Prizren
Regional Offices
2 D-2, 3 D-1, 5 P-5, 90 P-4, 32 P-3, 43 GS (OL), 175 LL
Office of Gender Affairs
1 D-1, 1 P-5, 1 P-4, 1 GS (OL), 2 LL
Monitoring Unit
6 P4, 1 GS (OL), 2 LL
Office of Statistics
1 P-5, 1 P-4, 1 P-3, 1 GS (OL), 2 LL
Department of Public Services
1 D-2, 2 D-1, 7 P-5, 18 P-4, 20 P-3, 13 GS (OL), 30 LL, 1 NO, 196 UNV
Department of Culture
1 P-5, 1 P-4, 1 P-3, 2 GS (OL), 4 LL
Department of Post and Telecommunications
1 D-1, 1 P-5, 3 P-4, 3 P-3, 3 GS (OL), 5 LL
Department of Transport and Infrastructure
1 D-1, 1 P-5, 4 P-4, 4 P-3, 3 GS (OL), 5 LL
Department of Education and Science
1 D-1, 3 P-5, 3 P-4, 1 P-3, 3 GS (OL), 5 LL
Department of Health and Social Welfare
1 D-1, 3 P-5, 3 P-4, 1 P-3, 3 GS (OL), 3 LL
Department of Non-Resident Affairs
1 P-5, 1 P-4, 1 P-3, 1 GS (OL), 3 LL
Department of Civil Security and Emergency Preparedess
1 D-1, 2 P-5, 8 P-4, 3 P-3, 2 P-2 5 GS (OL), 27 LL
Police
1 D-2, 1 D-1, 2 P-4, 1 P-3, 1 GS (OL), 1645 LL
Department of Youth
1 P-5, 1 P-4, 1 GS (OL), 2 LL
Department of Sports
1 P-4, 1 P-3, 1 GS (OL), 2 LL
Department of Justice
1 D-2, 8 D-1, 12 P-5, 3 P-4, 41 P-3, 22 P-2, 18 GS (OL), 49 LL
Department of Environmental Protection
1 P-5, 2 P-4, 1 P-3, 2 GS (OL), 3 LL
Department of Labour and Employment
1 D-1, 1 P-5, 2 P-4, 2 GS (OL), 3 LL
Department of Agriculture
1 D-1, 2 P-5, 1 P-4, 2 GS (OL), 3 LL
Department of Local Administration
1 D-1, 2 P-5, 4 P-4, 2 P-3, 3 GS (OL), 6 LL
30 Municipalities
21 P-5, 70 P-4, 107 P-3, 58 GS (OL), 174 LL

C. Division of Administration


Director of Administration
1 D-2, 1 P-4,
1 GS(OL), 3 LL
United Nations Volunteers Support Unit
1 GS(OL), 1 LL, 3 UNV
Budget and Cost Control Unit
1 P-4, 1 P-3, 1 P-2,
2 GS(OL), 4 LL
Aviation Safety Unit
1 P-4, 1 P-3,
1 FS, 1 LL
Security Section
1 P-4, 2 P-3, 9 P-2, 19 FS,
5 GS (OL), 44 SS, 629 LL
Medical Service
1 P-5, 1 P-4, 1 P-3,
1 FS, 11 LL, 4 UNV
Regional Administrative Group
5 P-3, 5 FS, 11 LL
Administrative Services
1 D-1, 1 P-4, 1 P-3, 1 FS,
1 GS (OL), 2 LL
Technical Support Services
1 D-1, 1 P-4,
1 GS (OL), 1 LL
Personnel Section
1 P-5, 3 P-4, 2 P-3, 4 FS,
2 GS (PL), 14 GS (OL), 27 LL
Finance Section
1 P-5, 2 P-4, 1 P-3, 3 P-2, 4 FS,
2 GS (PL), 20 GS (OL), 35 LL
General Services Section
1 P-5, 4 P-4, 3 P-3, 7 P-2, 11 FS,
2 GS (PL), 1 GS (OL), 77 LL
Procurement Section
1 P-5, 1 P-4, 7 P-3,
16 GS (OL), 15 LL
Logistic Operations Support Section
1 P-5, 3 P-4, 3 P-3, 2 P-2,
13 FS, 19 LL
Engineering Section
1 P-5, 1 P-4, 11 P-3, 28 FS,
9 GS (OL), 341 LL
Communications Section
1 P-5, 1 P-3, 63 FS,
1 GS (OL), 86 LL
Transport Section
1 P-5, 1 P-3, 42 FS,
1 GS (OL), 326 LL
Electronic Data Processing Section
1 P-4, 4 P-3, 4 P-2,
31 FS, 79 LL
Supply Section
1 P-5, 5 P-3, 1 P-2, 15 FS,
5 GS (OL), 59 LL

Annex V

Map



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